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Luana Alapa - Trustee, Moloka'i & Lāna'i  
Brickwood Galuteria - Trustee, At-Large  
Carmen "Hulu" Lindsey - Trustee, Maui  
John D. Waihee IV - Trustee, At-Large



Phone: (808) 594-1888  
Fax: (808)-1868

**OFFICE OF HAWAIIAN AFFAIRS  
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200  
Honolulu, HI 96817

**MEETING OF THE BOARD OF TRUSTEES**

**DATE: Thursday, February 20, 2025**

**TIME: 1:00 P.M.**

**PLACE: Remote Meeting via Interactive Conference Technology**

**Viewable at [www.oha.org/livestream](http://www.oha.org/livestream) Or**

**Listen by phone: (213) 338-8477, Webinar ID: 894 7655 3812**

This virtual meeting can be viewed and observed via livestream on OHA's website at [www.oha.org/livestream](http://www.oha.org/livestream) or listen by phone using the call-in information above. A physical meeting location, open to members of the public who would like to provide oral testimony or view the virtual meeting, will be available at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817.

**AGENDA**

- I. Call to Order**
- II. Status of OHA Activities: Ka Pouhana/CEO and Administration's Update on OHA's activities.**
- III. Approval of Minutes**
  - A. August 15, 2024\***
  - B. January 23, 2025\***
- IV. New Business**
  - A. Committee on Beneficiary Advocacy and Empowerment – February 19, 2025**
    - 1. 2025 OHA State Legislative Package - Matrix 1\*
    - 2. 2025 Legislature: OHA Position on Bills Naming OHA - Matrix 2\*
    - 3. 2025 Legislature: OHA Position on Bills Affecting the Public Land Trust - Matrix 3\*
    - 4. 2025 Legislature: OHA Position on Bills Affecting Natural Resources and Native Hawaiian Traditional & Customary Practices - Matrix 4\*
    - 5. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Housing - Matrix 5\*
    - 6. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6\*
    - 7. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Education- Matrix 7\*
    - 8. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Economic Development - Matrix 8\*
    - 9. 2025 Legislature: OHA Position on Bills Affecting HRS Chapter 6E (Iwi kūpuna) - Matrix 9\*
  - B. Committee on Budget and Finance**
    - 1. **Action Item BF #25-07:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$10,000.\* *February 5, 2025*
    - 2. **Action Item BF #25-08:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Ho'olehua Homesteader's Association for the 2025 Prince Kūhiō Ho'olaule'a Moloka'i 2025 Event on March 22, 2025, in the amount of \$1,500. \* *February 19, 2025*

- C. **Action Item BOT #25-03:** Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget.\*

V. **Executive Session§**

- A. Discussion of the settlement agreement terms in *Laeha v. Office of Hawaiian Affairs*. Board anticipates going into executive session pursuant to HRS § 92-5(a)(4) to consult with Interim General Counsel Everett Ohta on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities pertaining to the settlement agreement terms in *Laeha v. Office of Hawaiian Affairs*.
- B. Discussion of a complaint and claim for a wrongful employment action against the Office of Hawaiian Affairs. Board anticipates going into executive session pursuant to HRS § 92-5(a)(4) to consult with Interim General Counsel Everett Ohta on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities pertaining to a complaint and claim for a wrongful employment action against the Office of Hawaiian Affairs.
- C. Approval of Executive Session Minutes
1. April 25, 2024

VI. **Community Concerns and Celebrations**

VII. **Announcements**

VIII. **Adjournment**

If you need an auxiliary aid/service or other accommodation due to a disability, please contact Everett Ohta at (808) 594-1988 or by email at [everetto@oha.org](mailto:everetto@oha.org) as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

In the event that the livestream public broadcast is interrupted and cannot be restored, the meeting may continue as audio-only through the phone number and Webinar ID provided at the beginning of this agenda. Meeting recordings will be made available on OHA's website <https://www.oha.org/about/leadership/board-of-trustees/> as soon as practicable after the meeting.

Public Testimony will be called for each agenda item and must be limited to matters listed on the meeting agenda. Community Concerns and Celebrations is not limited to matters listed on the meeting agenda. Hawai'i Revised Statutes, Chapter 92, prohibits Board members from discussing or taking action on matters not listed on the meeting agenda.

\* Document(s) associated with this agenda item are anticipated to be included in the board packet for this meeting. The board packet will be available for the public to inspect at OHA's main office located at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817, OHA's neighbor island offices, and on OHA's website <https://www.oha.org/bot> no later than two business days before the meeting. The 72 Hour rule, pursuant to OHA BOT Operations Manual, Section 49, shall be waived for distribution of new committee materials.

§ Notice: This portion of the meeting will be closed pursuant to HRS § 92-5.

Testimony can be provided to the Board of Trustees either as: (1) **written testimony** or (2) live, oral testimony online or at the physical meeting location during the remote meeting.

- (1) Persons wishing to provide **written testimony** on items listed on the agenda should submit testimony via **email** to [botmeetings@oha.org](mailto:botmeetings@oha.org) or via **postal mail** to Office of Hawaiian Affairs, Attn: Board of Trustees Meeting Testimony, 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817. Testimony is requested to be received at least twenty-four hours prior to the scheduled meeting to allow board members with sufficient time to review the testimony before the meeting. All written testimony will be posted on OHA's meeting website. Please omit or redact any personal information (e.g., name, email address, phone number, home address, or materials) that you do not want to be disclosed publicly online.
- (2) Persons wishing to provide **oral testimony online** during the remote meeting, please click on the link below:  
<https://us06web.zoom.us/j/89476553812>

To provide oral testimony online, you will need:

- (1) a computer or mobile device to connect to the remote meeting;  
(2) internet access; and  
(3) a microphone to provide oral testimony.

Persons wishing to provide *oral testimony at the physical meeting location* can sign up the day-of the meeting at the physical meeting location.

Once your oral testimony is completed, you may be asked to disconnect from the meeting. If you willfully disrupt the meeting or do not disconnect on your own, support staff will remove you from the Zoom meeting. You can continue to view the remainder of the meeting on the livestream or by telephone, as provided at the beginning of this agenda.

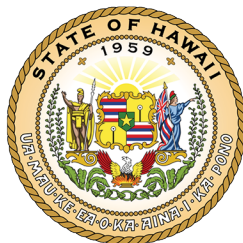
Oral testimony online or at a physical meeting location will be limited to five (5) minutes. Oral testimony by telephone/landline **will not** be accepted at this time.



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Trustee Kaiali'i Kahele  
Chairperson, Board of Trustees

2/14/2025  
Date



## OFFICE OF HAWAIIAN AFFAIRS

KE'ENA KULEANA HAWAI'I

560 N. Nimitz Hwy., Suite 200  
Honolulu, HI 96817

**Office of Hawaiian Affairs  
Board of Trustees Report  
From: Stacy Ferreira, Ka Pouhana  
Date: February 20, 2025**

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### Performance Management System and Implementation Timeline

#### Summary of Quantum Workplace

Quantum Workplace has been contracted to provide the platform for managing OHA's performance management system. This system is designed to enhance employee performance evaluation through structured goal setting, feedback mechanisms, and data-driven insights. It supports a comprehensive and culturally relevant approach to performance management, aligned with OHA's mission and values.

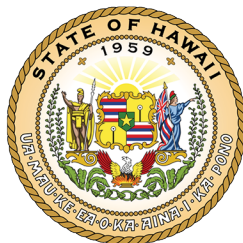
#### Importance of a Performance Management System with Merit-Based Compensation

A robust performance management system ensures that OHA employees are evaluated fairly, with clear goals and expectations. By coupling this system with merit-based compensation, OHA fosters a culture of excellence, accountability, and professional growth. This structure incentivizes high performance, aligns employee efforts with organizational goals, and ultimately enhances service to our beneficiaries.

#### Implementation Progress and Timeline

OHA has assembled a working group to develop and implement a holistic performance management system grounded in a Hawaiian worldview. Key progress and upcoming steps include:

- **Working Group Accomplishments:**
  - Developed a framework that integrates cultural values and modern performance evaluation methods.
  - Transferred employee data into the Quantum system.
  - Designed a goals framework, rating system, and evaluation procedures.
- **Implementation Timeline:**
  - **FY 25 Q3 & Q4 – Pilot Group Rollout**
    - Training Design & Scheduling: OHA Goals Framework, SMART Goals, Evaluation & Calibration, Quantum System (February 2025)
    - Pilot Group Training (March 2025)



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- Test Cycle (May-June 2025)
  - Design Improvements (June-July 2025)
  - Staff Training (July-August 2025)
  - **FY 26 Q1 & Q2 – Full OHA Staff Rollout**
    - System implementation for all staff
    - Ongoing refinements based on pilot group findings
- 

## Mana I Maui Ola (MiMO) Strategic Plan Targets and Reporting System

### Importance of Metrics, Measurements, and Reporting

Strategic plan reporting ensures transparency, accountability, and effectiveness in achieving OHA's goals. By establishing clear metrics and indicators of success, OHA can:

- Measure progress towards strategic priorities.
- Identify gaps and areas for improvement.
- Communicate successes and challenges to beneficiaries and stakeholders.
- Guide decision-making with data-driven insights.

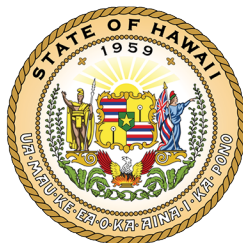
### Development of MiMO Metrics and Reporting System

- **Led by:** Elena Farden, Sr. Director of Strategy & Implementation, in collaboration with Carla Hostetter, Director of Research & Evaluation.
- **Key Deliverables:**
  - Establishing strategic plan targets and indicators of success.
  - Procuring an evaluation and data system for internal and external reporting.
  - Developing a dashboard for transparency and accessibility.

A comprehensive review of the MiMO metrics and reporting system will be presented to the Board of Trustees at the end of March 2025.

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Stacy Kealohalani Ferreira  
Chief Executive Officer | Ka Pouhana  
Kēhaulani Pu‘u  
Chief Operating Officer | Ka Pou Nui



Phone: (808) 594-1888  
Fax: (808) 594-1868

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### Upcoming Beneficiary Advocacy Events

#### Kūkā Kaiaulu: Nā Iwi Kūpuna o Naue Follow-Up Meeting

**Date:** Monday, February 24, 2025

**Time:** 5:00 p.m. – 7:30 p.m.

**Location:** Waipā Foundation (with Zoom participation available)

**Mea 'Ai Provided**

#### Agenda:

1. OHA Updates on 4400 Oneone Rd. Project
2. State/County Process Improvements to-date regarding Iwi Kūpuna
3. OHA Iwi Kūpuna Legislative and Advocacy Efforts
4. Q&A

This meeting serves as a follow-up to the November 2024 session, ensuring that the community remains informed about the ongoing situation in Wainiha, Kaua'i.

#### Support Rally for DHHL \$600M at the State Capitol

**Date:** Tentatively scheduled for Tuesday, February 25, 2025

**Time:** 10:00 a.m. – 11:30 a.m.

**Location:** Hawai'i State Capitol

#### Event Schedule:

- **10:00 – 11:00 a.m.:** Rally and Sign Waving
- **11:00 – 11:30 a.m.:** Speeches and Press Conference

O'ahu OHA beneficiaries and supporters are encouraged to attend in support of securing an additional \$600M for DHHL to assist the 29,000 beneficiaries on the waitlist. A finalized agenda will be distributed once confirmed by DHHL.

#### Meet and Greet with the Office of Hawaiian Affairs

**Hosted by:** Representative Kanani Souza

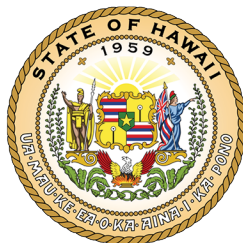
**Date:** Tuesday, February 25, 2025

**Time:** 12:00 p.m. – 1:30 p.m.

**Location:** Conference Room 423, Hawai'i State Capitol

Stacy Kealohalani Ferreira  
Chief Executive Officer | Ka Pouhane  
Kēhaulani Pu‘u  
Chief Operating Officer | Ka Pou Nui

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OHA will provide a light lunch for attendees. Cleared by the Ethics Commission, this informal event is an opportunity for legislators to:

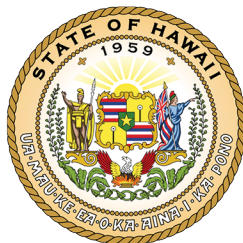
- Engage with OHA's new leadership, including Trustees and the Executive Team.
- Learn more about OHA's mission, strategic initiatives, and legislative priorities.
- Foster relationships with freshmen legislators interested in Native Hawaiian advocacy.

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### Conclusion

OHA continues to make significant progress in strengthening organizational effectiveness, strategic planning, and community advocacy. The implementation of the performance management system, the refinement of MiMO strategic plan metrics, and ongoing beneficiary engagement efforts reflect OHA's commitment to serving and uplifting the lāhui.

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## OFFICE OF HAWAIIAN AFFAIRS

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### **Overview & Timeline of OHA Administration's Compensation Analysis, Review and Recommendations Process**

#### **Office of Hawaiian Affairs Compensation Philosophy**

Our compensation strategy is designed to attract, retain, and motivate a highly skilled and culturally competent workforce. We aim to offer competitive salaries that reflect market standards while emphasizing internal equity and performance-based rewards. This approach ensures that our team members are recognized for their contributions to advancing the wellbeing of Native Hawaiians.

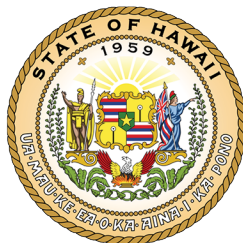
#### **Compensation as a Commitment to Our Employees**

To bring this philosophy to life, we must build and sustain an organization that reflects the values of our community. A strong and dedicated workforce is essential to advancing OHA's mission, and at the heart of this is a compensation philosophy that acknowledges the unique kuleana (responsibility) we carry.

OHA's compensation strategy and recommendations are rooted in three guiding principles:

1. **Ho'okō Kuleana (Fulfilling Our Responsibility)** – We must recruit, retain, and empower the best talent—individuals who are deeply committed to the prosperity of Native Hawaiians. To do this, we offer market-competitive salaries that ensure our employees can thrive while serving our lāhui.
2. **Pono (Equity and Justice)** – Just as we advocate for equity for Native Hawaiians, we uphold internal pay equity to ensure that every employee is compensated fairly for their expertise, contributions, and dedication.
3. **'Ike Pāpālua (Cultural and Professional Excellence)** – Our workforce must embody both professional expertise and a deep respect for Native Hawaiian knowledge systems. OHA's compensation structure is designed to reward performance, cultural competence, and long-term commitment to our mission.





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### Why Change is Necessary

To truly elevate our lāhui, we must also uplift those who serve our people. The cost of living in Hawai'i continues to rise, and as a result, OHA must adapt its compensation framework to remain competitive, retain institutional knowledge, and continue attracting skilled professionals who will help us drive meaningful change. A compensation structure that does not account for these realities risks losing passionate, mission-driven individuals who are vital to our success.

Moreover, we must ensure that our pay structures reflect OHA's strategic priorities—aligning our financial decisions with the goals outlined in Mana i Maui Ola, our strategic plan focused on economic self-sufficiency, cultural perpetuation, and the stewardship of our lands and resources.

### Strengthening Our Future Through a Sustainable Workforce

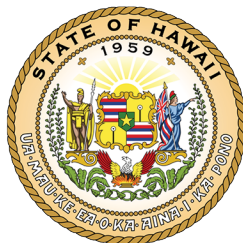
A fair, competitive, and culturally aligned compensation philosophy is not just a financial decision—it is an investment in the future of Native Hawaiians. By ensuring that our workforce is supported, valued, and empowered, we strengthen OHA's ability to advocate for, protect, and advance the interests of our people for generations to come.

This is our kuleana. This is our commitment. This is how we raise a beloved nation—together.

### Objectives

The Office of Hawaiian Affairs is committed to releveling position compensation, and implementing an updated salary band structure for FY26, aligned with the rollout of its new Performance Management System (PMS) in Spring 2025. This plan ensures:

- **Market-aligned, equitable compensation** for all employees.
- **Performance-driven salary adjustments** based on measurable contributions.



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- **Transparency & sustainability** in salary administration.
- **Alignment with organizational strategic goals** to advance Native Hawaiian well-being.
- **A comprehensive review and releveling of positions** based on updated labor data, ensuring that employees are compensated in alignment with current market conditions.
- **Establishment of wage bands** to create structured pathways for compensation growth, enhancing career development opportunities and financial security for OHA employees.

### Empowering Trustees: A Strategic Approach to Compensation

OHA stands at a pivotal moment where the decisions we make today will define the future of our leadership and governance. As we seek to align employee compensation with the responsibilities and kuleana entrusted to the Board of Trustees, it is essential to provide clear, strategic, and well-informed options that reflect our mission, financial realities, and commitment to fairness.

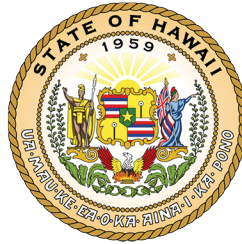
To ensure our Board of Trustees can make the most informed and balanced decision, we will present multiple compensation band options for review and consideration, each designed to consider sustainability, equity, and competitiveness.

### OHA FY25 Compensation Analysis, Review and Recommendation Framework

#### Timeline: January – April 2025

This framework outlines the key milestones, deliverables, and deadlines for conducting a comprehensive compensation review for both Trustees and OHA Staff, ensuring financial sustainability, legal compliance, and market alignment. The structured review process will allow for multiple board reviews in April and May, with final approval in June 2025.

Stacy Kealohalani Ferreira  
Chief Executive Officer | Ka Pouhane  
Kēhaulani Pu‘u  
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Phone: (808) 594-1888  
Fax: (808) 594-1868

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**Key Milestones**

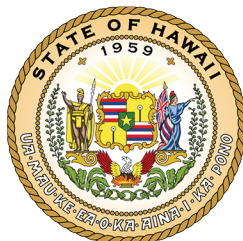
**Phase 1: Initiation & Data Collection (January - March 2025)**

Task #	Key Actions & Deliverables	Deadline	Status
1.1	HR Data Review for OHA Staff Wage Bands	January 31, 2025	Completed
1.2	Market & Peer Benchmarking for Trustees	February 21, 2025	In-Progress
1.3	Legal & Compliance Review	February 28, 2025	
1.4	Trustees and OHA Staff Wage Bands to Finance	February 28, 2025	
1.5	Financial Impact Analysis for Trustee Compensation	March 14, 2025	
1.6	Adjust OHA Staff Wage Bands (BLS Data & Inflation Adjustments)	March 17, 2025	

**Phase 2: Review & Preliminary Feedback (March 2025)**

Task #	Key Actions & Deliverables	Deadline	Status
2.1	First Review & Comment from BOT Chair & BF Chair on Preliminary Compensation Report (Draft #1) – Includes financial models, compliance summary, and recommendations. Revisions as needed.	March 17, 2025	

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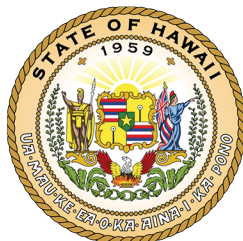
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Task #	Key Actions & Deliverables	Deadline	Status
2.2	Second Review & Comment from BOT Chair & BF Chair on Preliminary Compensation Report (Draft #2) Revisions as needed.	March 20, 2025	
2.3	Final Review & Comment from BOT Chair & BF Chair on Preliminary Compensation Report (Final Draft) Revisions as needed.	March 24, 2025	

## Phase 3: Refinement & Secondary Review (April 2025)

Task #	Key Actions & Deliverables	Deadline	Status
3.1	First Pass BF Comte. Review & Initial Comments – Present findings, gather trustee feedback. Revise Compensation Models & Financial Impact – Adjust salary options based on board feedback and finalize funding strategies.	April 2, 2025	
3.2	Final Compliance & Governance Review – Conduct final legal and fiduciary review to ensure alignment with governance best practices.	April 3, 2025	
3.3	Second Pass BF Comte. Review & Final Comments	April 16, 2025	



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**Phase 4: Final Decision & Approval (April 2025)**

Task #	Key Actions & Deliverables	Deadline	Status
4.1	Board Vote & Decision – Trustees make final determination on compensation adjustments and set the official implementation timeline for FY26.	April 17, 2025	

**Compensation Releveling, Updating of Salary Band and Integration with OHA's New Performance Management System (PMS)**

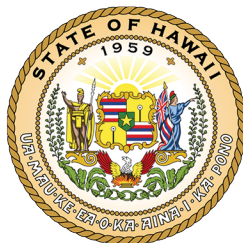
**Key Integration Points**

1. **Pay-for-Performance Model** – Employees meeting/exceeding expectations receive merit-based salary adjustments.
2. **Career Progression Paths** – Salary growth tied to **skill development & performance milestones**.
3. **Equity & Transparency** – Standardized, objective salary adjustments.
4. **Annual Performance Reviews** – Direct linkage between evaluations & salary changes.
5. **Manager Training** – Supervisors trained on PMS-aligned salary decisions.

**Success Measures & Evaluation of Compensation Releveling, Updating of Salary Band and Performance Management System**

**Key Performance Indicators (KPIs)**

1. Employee Satisfaction & Retention – Surveys assess fairness & transparency.



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2. Budget Adherence – Track actual salary expenditures vs. budget.
  3. Performance-based Salary Adjustments – % of employees receiving merit increases.
  4. Market Competitiveness – Annual benchmarking against industry data.
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### OFFICE OF HAWAIIAN AFFAIRS BOARD OF TRUSTEES EXECUTIVE POLICIES

#### **SERIES 3000 ADMINISTRATION**

##### *Chief Executive Officer Duties and Responsibilities*

**3.10.d.** The Chief Executive Officer of OHA shall be the principal executive of the Agency and shall be responsible for the management of the Agency. The CEO is the conduit between the BOT and the administration staff and shall operate and conduct the business and affairs of the agency according to the policies adopted by the BOT and all applicable laws, ordinances, codes and regulations of the federal, state and local governments.

**3.10.e.** The CEO shall have general supervision and direction of all other employees of OHA and shall be responsible for the proper performance of their respective duties, with the exception of employees whose duties shall require supervision and direction by the BOT. The CEO shall perform such other duties as may be required by law or such as may properly pertain to such office.

##### *Salary Scale*

**3.10.u.** The CEO will establish a salary scale, based on competitive market salaries, that will ensure OHA is able to attract and retain the best qualified staff to accomplish its mission and goals in an efficient and effective manner.

## TRAVEL REPORT: TACOMA CENTRAL KITCHEN & SUQUAMISH SEAFOODS SITE VISIT

**Submitted by:** Stacy Ferreira, Ka Pouhana, Office of Hawaiian Affairs

**To:** Board of Trustees, Office of Hawaiian Affairs

**Date:** February 10, 2025

### I. Purpose of Visit

The Office of Hawaiian Affairs (OHA), alongside key state agencies and partners, participated in a site visit to Tacoma, Washington (January 23–25, 2025) to explore models for food sustainability and economic development that can be adapted for Hawai‘i. The objectives of the visit aligned with the **State of Hawai‘i’s food sustainability goal:**

*“Double local food production by 2030 and increase food security by supporting sustainable agriculture and aquaculture while strengthening economic opportunities for Hawai‘i’s farmers and producers.”*

The visit specifically focused on:

- **Exploring the Regional Kitchen Model** as a coordinated system for agricultural production, processing, and distribution to supply meals for Hawai‘i’s school-aged children.
- **Understanding Suquamish Seafoods as an Economic Driver** for the Suquamish Tribe and how its aquaculture and seafood production generate revenue, workforce development, and food security.
- **Identifying Opportunities for OHA, DHHL, and Hawaiian Communities** in economic and workforce development through aquaculture production and Indigenous food systems.

This visit aligns with the **Mana i Maui Ola Strategic Plan Outcomes:**

- **4.3:** Increased restoration of Native Hawaiian cultural sites, landscapes, kulāiwi, and traditional food systems.
- **7.4:** Increased Native Hawaiian employment rate.
- **8.2:** Establishment of new markets for Native Hawaiian products (e.g., kalo, loko i‘a-grown fish) that provide producers with a livable wage.
- **8.3:** Established and operationalized Indigenous economic system consistent with Native Hawaiian knowledge, culture, values, and practices.

## **II. Delegation List**

The following officials and representatives participated in the site visit:

### **Hawai'i State Legislators**

- Senator Donovan M. Dela Cruz
- Representative Kirstin Kahaloa

### **Office of the First Lady**

- Shari Carter, Director

### **Office of Hawaiian Affairs**

- Stacy Ferreira, CEO
- Poni Askew, Director

### **Hawai'i State Agencies**

- **Department of Education**
  - Camille Masutomi, Chief of Staff
  - Kent Matsumura, HIDOE Food Services Branch
  - Cherisse Shikada Tao, Institutional Analyst
- **Department of Business, Economic Development, and Tourism (DBEDT)**
  - Dane Wicker, Deputy Director
- **University of Hawai'i System**
  - Dr. Parwinder Grewal, CTAHR Dean
  - Various UH Chancellors
- **Agribusiness Development Corporation (ADC)**
  - Jayson Watts, Board Member
  - Wendy Gady, Executive Director
- **Department of Agriculture**
  - Dean Matsukawa, Deputy Director
  - Carol Okada, Executive Assistant



- **Department of Hawaiian Home Lands (DHHL)**
  - Katie Lambert, Deputy Director
- **Department of Health**
  - Kathleen Ho, Deputy Director
- **Department of Transportation**
  - Dexter Kishida
- **Additional Organizations**
  - Brian Miyamoto, Executive Director, HFB
  - Lynelle Marble, Executive Director, HEC

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### III. Site Visits & Key Takeaways

#### A. Tacoma Regional Kitchen Model – January 24, 2025

##### Site Visits:

- **Bethel Central Kitchen** – Large-scale meal production facility for schools
- **Pioneer Valley Elementary School** – Receiving kitchen and operations discussion

##### Key Takeaways:

- **Food Security & School Meal Programs:** The **Bethel Central Kitchen** processes and distributes locally sourced ingredients for school meals. This model could be adapted in Hawai'i to ensure more local food reaches keiki while supporting Hawai'i farmers.
  - **Workforce Development:** Regional kitchens serve as training hubs for food service, culinary careers, and technical roles (e.g., equipment repair, child nutrition certification).
  - **Economic Development:** Regional kitchens act as economic engines by coordinating local agricultural production, creating jobs, and reducing reliance on imported food.
-

## B. Suquamish Seafoods – January 24, 2025

### Site Visit:

- **Suquamish Seafoods Facility** – Seafood processing and aquaculture hub for the Suquamish Tribe

### Key Takeaways:

- **Economic Impact:** Suquamish Seafoods generates significant revenue for the tribe, producing and selling over 250,000 pounds of seafood annually while maintaining traditional harvesting practices.
  - **Cultural & Environmental Sustainability:** The tribe balances economic growth with Indigenous stewardship principles, ensuring sustainable fisheries while prioritizing community food security over exports.
  - **Workforce Development:** The operation provides training and employment for tribal members, demonstrating a replicable model for Hawaiian loko i'a (fishpond) restoration and aquaculture.
  - **Potential for OHA, DHHL, and Hawaiian Community Collaboration:**
    - Establishing similar Indigenous-led aquaculture ventures in Hawai'i could generate revenue for OHA and DHHL while creating new jobs.
    - Restored loko i'a and nearshore fisheries could integrate traditional Hawaiian aquaculture with modern seafood markets, strengthening food security and economic self-sufficiency.
- 

## IV. Opportunities & Next Steps

### 1. OHA & University of Hawai'i Partnership (Meeting: 2/6/2025)

- **Draft MOU** between OHA, the UH System, and CTAHR to:
  - Align UH and OHA strategic outcomes.
  - Review UH system programs, policies, and performance metrics.
  - Leverage UH resources for policy advocacy, workforce development, internships, and Indigenous research.
  - Strengthen UH's role in Hawaiian place of learning, agriculture, and food systems education.

- **CTAHR Initiative:**

- Land Agent support to kōkua on land portfolio stewardship, activation and ahupuaʻa restoration for food sustainability.

## **2. OHA & DHHL Collaboration (Meeting: 2/7/2025)**

- Draft MOU between OHA and DHHL to:
    - Codify collaboration on housing, ancestry verification support, economic ventures, and land use for agriculture.
    - Assess DHHL programs and services to align with OHA strategic priorities.
    - Share resources for research, policy advocacy, and economic development.
    - Leverage DHHL land for food production, aquaculture, and community-based food sovereignty projects.
- 

## **V. Conclusion**

The Tacoma and Suquamish site visits provided valuable models for how Hawaiʻi can integrate regional food hubs, aquaculture, and Indigenous economic systems into its food security strategy. These insights will inform OHA's role in supporting Native Hawaiian farmers, fishpond practitioners, and homestead communities to create sustainable food production, workforce development, and revenue-generating opportunities.

I'm committed to leveraging these learnings to advance the Mana i Maui Ola strategic outcomes, ensuring that Native Hawaiians benefit from economic, environmental, and cultural self-sufficiency in the years ahead.

Kaiali'i Kahele - Chairperson  
Keoni Souza - Vice Chairperson  
Dan Ahuna - Trustee, Kaua'i & Ni'ihau  
Kaleihikina Akaka - Trustee, O'ahu  
Keli'i Akina, Ph.D. - Trustee, At-Large  
Luana Alapa - Trustee, Moloka'i & Lāna'i  
Brickwood Galuteria - Trustee, At-Large  
Carmen "Hulu" Lindsey - Trustee, Maui  
John D. Waihee IV - Trustee, At-Large



Phone: (808) 594-1888  
Fax: (808)-1868

**OFFICE OF HAWAIIAN AFFAIRS  
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200  
Honolulu, HI 96817

**MEETING OF THE BOARD OF TRUSTEES**

**DATE: Thursday, February 20, 2025**

**TIME: 1:00 P.M.**

**PLACE: Remote Meeting via Interactive Conference Technology**

**Viewable at [www.oha.org/livestream](http://www.oha.org/livestream) Or**

**Listen by phone: (213) 338-8477, Webinar ID: 894 7655 3812**

This virtual meeting can be viewed and observed via livestream on OHA's website at [www.oha.org/livestream](http://www.oha.org/livestream) or listen by phone using the call-in information above. A physical meeting location, open to members of the public who would like to provide oral testimony or view the virtual meeting, will be available at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817.

**AGENDA**

- I. Call to Order**
- II. Status of OHA Activities: Ka Pouhana/CEO and Administration's Update on OHA's activities.**
- III. Approval of Minutes**
  - A. August 15, 2024\***
  - B. January 23, 2025\***
- IV. New Business**
  - A. Committee on Beneficiary Advocacy and Empowerment – February 19, 2025**
    - 1. 2025 OHA State Legislative Package - Matrix 1\*
    - 2. 2025 Legislature: OHA Position on Bills Naming OHA - Matrix 2\*
    - 3. 2025 Legislature: OHA Position on Bills Affecting the Public Land Trust - Matrix 3\*
    - 4. 2025 Legislature: OHA Position on Bills Affecting Natural Resources and Native Hawaiian Traditional & Customary Practices - Matrix 4\*
    - 5. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Housing - Matrix 5\*
    - 6. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6\*
    - 7. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Education- Matrix 7\*
    - 8. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Economic Development - Matrix 8\*
    - 9. 2025 Legislature: OHA Position on Bills Affecting HRS Chapter 6E (Iwi kūpuna) - Matrix 9\*
  - B. Committee on Budget and Finance**
    - 1. **Action Item BF #25-07:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$10,000.\* *February 5, 2025*
    - 2. **Action Item BF #25-08:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Ho'olehua Homesteader's Association for the 2025 Prince Kūhiō Ho'olaule'a Moloka'i 2025 Event on March 22, 2025, in the amount of \$1,500. \* *February 19, 2025*

- C. **Action Item BOT #25-03:** Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget.\*

V. **Executive Session§**

- A. Discussion of the settlement agreement terms in *Laeha v. Office of Hawaiian Affairs*. Board anticipates going into executive session pursuant to HRS § 92-5(a)(4) to consult with Interim General Counsel Everett Ohta on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities pertaining to the settlement agreement terms in *Laeha v. Office of Hawaiian Affairs*.
- B. Discussion of a complaint and claim for a wrongful employment action against the Office of Hawaiian Affairs. Board anticipates going into executive session pursuant to HRS § 92-5(a)(4) to consult with Interim General Counsel Everett Ohta on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities pertaining to a complaint and claim for a wrongful employment action against the Office of Hawaiian Affairs.
- C. Approval of Executive Session Minutes
1. April 25, 2024

VI. **Community Concerns and Celebrations**

VII. **Announcements**

VIII. **Adjournment**

If you need an auxiliary aid/service or other accommodation due to a disability, please contact Everett Ohta at (808) 594-1988 or by email at [everetto@oha.org](mailto:everetto@oha.org) as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

In the event that the livestream public broadcast is interrupted and cannot be restored, the meeting may continue as audio-only through the phone number and Webinar ID provided at the beginning of this agenda. Meeting recordings will be made available on OHA's website <https://www.oha.org/about/leadership/board-of-trustees/> as soon as practicable after the meeting.

Public Testimony will be called for each agenda item and must be limited to matters listed on the meeting agenda. Community Concerns and Celebrations is not limited to matters listed on the meeting agenda. Hawai'i Revised Statutes, Chapter 92, prohibits Board members from discussing or taking action on matters not listed on the meeting agenda.

\* Document(s) associated with this agenda item are anticipated to be included in the board packet for this meeting. The board packet will be available for the public to inspect at OHA's main office located at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817, OHA's neighbor island offices, and on OHA's website <https://www.oha.org/bot> no later than two business days before the meeting. The 72 Hour rule, pursuant to OHA BOT Operations Manual, Section 49, shall be waived for distribution of new committee materials.

§ Notice: This portion of the meeting will be closed pursuant to HRS § 92-5.

Testimony can be provided to the Board of Trustees either as: (1) **written testimony** or (2) live, oral testimony online or at the physical meeting location during the remote meeting.

- (1) Persons wishing to provide **written testimony** on items listed on the agenda should submit testimony via **email** to [botmeetings@oha.org](mailto:botmeetings@oha.org) or via **postal mail** to Office of Hawaiian Affairs, Attn: Board of Trustees Meeting Testimony, 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817. Testimony is requested to be received at least twenty-four hours prior to the scheduled meeting to allow board members with sufficient time to review the testimony before the meeting. All written testimony will be posted on OHA's meeting website. Please omit or redact any personal information (e.g., name, email address, phone number, home address, or materials) that you do not want to be disclosed publicly online.
- (2) Persons wishing to provide **oral testimony online** during the remote meeting, please click on the link below:  
<https://us06web.zoom.us/j/89476553812>

To provide oral testimony online, you will need:

- (1) a computer or mobile device to connect to the remote meeting;  
(2) internet access; and  
(3) a microphone to provide oral testimony.

Persons wishing to provide *oral testimony at the physical meeting location* can sign up the day-of the meeting at the physical meeting location.

Once your oral testimony is completed, you may be asked to disconnect from the meeting. If you willfully disrupt the meeting or do not disconnect on your own, support staff will remove you from the Zoom meeting. You can continue to view the remainder of the meeting on the livestream or by telephone, as provided at the beginning of this agenda.

Oral testimony online or at a physical meeting location will be limited to five (5) minutes. Oral testimony by telephone/landline **will not** be accepted at this time.



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Trustee Kaiali'i Kahele  
Chairperson, Board of Trustees

2/14/2025  
Date

# DRAFT

**STATE OF HAWAII**  
**OFFICE OF HAWAIIAN AFFAIRS**  
**560 N. NIMITZ HIGHWAY, SUITE 200**  
**(In-Person Meeting)**

The OHA Board of Trustees meeting can be viewed and observed via livestream on OHA's website at [www.oha.org/livestream](http://www.oha.org/livestream) or listened by phone: (213) 338-8477.

A physical meeting location open to the general public will be available at the  
A physical meeting location open to the general public will be available at 560 N. Nimitz Hwy.,  
Suite 200, Honolulu HI 96817.

**Minutes of the**  
**BOARD OF TRUSTEES MEETING**  
**MINUTES**  
**August 15, 2024**  
**10:00 a.m.**

**ATTENDANCE:**

Chairperson Hulu Lindsey  
Trustee Dan Ahuna  
Trustee Kalei Akaka  
Trustee Keli'i Akina  
Trustee Luana Alapa  
Trustee Brickwood Galuteria  
Trustee Keoni Souza  
Trustee Mililani Trask  
Trustee John Waihe'e, IV.

**ADMINISTRATION:**

Stacy Ferreira, CEO  
Kēhaulani Pu'u, COO  
Ku'uileianuheia Awo-Chun, Dir of ED. & Culture-  
Based Learning  
Everett Ohta, Interim General Counsel  
Nietzsche Ozawa, Interim Sr. Legal Counsel  
Richard N. Wurdeman, Board Counsel  
Hailama Farden, Dir. of Hawaiian Cultural Affairs  
Ku'ike Kamakea-Ohelo, Dir. of 'Ōiwi Well-being  
Sandra Stancil, Exec. Assistant  
Dan Santos, IT  
Kelce Wade, IT

**BOT STAFF:**

Lehua Itokazu, Board Secretary  
Kanani Iaea, Trustee Aide  
Mark Watanabe, Trustee Aide  
Richelle Kim, Trustee Aide  
Kau'i Robello, Trustee Aide  
Melissa Wennihan, Trustee Aide  
Kau'i Wailehua, Trustee Aide  
Kalista Mitchell, Trustee Secretary  
Pohai Ryan, Trustee Aide  
Sommer Soares, Trustee Secretary  
LeiAnn Durant, Trustee Aide  
Ruben Sierra, Trustee Aide  
Carina Lee, Trustee Aide  
Anuheia Diamond, Trustee Aide  
Mele Moniz, Trustee Aide

## Call to Order

**Chair Hulu Lindsey** Calls the Board of Trustees Meeting to order for Thursday, August 15, 2024 at 10:05 a.m. Board Secretary, please do a roll call.

MEMBERS			Present	Notes
TRUSTEE	DAN	AHUNA	X	
TRUSTEE	KALEI	AKAKA	X	
TRUSTEE	KELI'I	AKINA	X	
TRUSTEE	LUANA	ALAPA	X	
TRUSTEE	BRICKWOOD	GALUTERIA	X	
TRUSTEE	KEONI	SOUZA	X	
TRUSTEE	MILILANI	TRASK	X	
TRUSTEE	JOHN	WAIHE'E		Joins mtg at 10:11am
CHAIRPERSON	CARMEN HULU	LINDSEY	X	
			8	

At the Call to Order, **eight (8)** Trustees are PRESENT, thereby constituting a quorum.

**Chair Hulu Lindsey** Welcomes everyone to the Board of Trustees meeting and shares that the meeting can be viewed via livestream at [www.oha.org/livestream](http://www.oha.org/livestream).

**Stacy Ferreira, CEO** Today we have COO-Kēhaulani Pu'u, CFO-Ramona Hinck, Interim Corp Counsel-Everett Ohta, Interim Sr. Legal Counsel-Nietzsche Ozawa, Sr. Director of Hawaiian Cultural Affairs-Hailama Farden, Director of 'Ōiwi Well-Being-Kū'ike Kamakea-'Ōhelo, Director of Education and Culture-Based Learning-Kuuleianuhea Awo-Chun, IT Support-Daniel Santos and Kelcie Wade.

**Chair Hulu Lindsey** Our first item on the agenda is approval of minutes. Lehua, do we have anyone signed up to testify on this item?

**Board Secretary** There is no one signed up to speak on this item.

## Approval of Minutes

- A. November 29, 2023
- B. December 7, 2023

**Trustee Ahuna** Moves to approve the minutes of November 29, 2023 and December 7, 2023.

**Trustee Alapa** Seconds the motion.

Trustee Ahuna Moves to						
Approval of Minutes						
A. November 29, 2023						
B. December 7, 2023						
Trustee Alapa seconds the motion						
	1	2	'AE (YES)	'A'OLE (NO)	KANALUA	EXCUSED



					(ABSTAIN)	
TRUSTEE DAN AHUNA	X		X			
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI'I AKINA			X			
TRUSTEE LUANA ALAPA		X	X			
TRUSTEE BRICKWOOD GALUTERIA			X			
TRUSTEE J. KEONI SOUZA			X			
TRUSTEE MILILANI TRASK			X			
TRUSTEE JOHN WAIHE'E						
CHAIRPERSON HULU LINDSEY			X			
TOTAL VOTE COUNT			8			
MOTION: [ ] UNANIMOUS [ X ] PASSED [ ] DEFERRED [ ] FAILED						
Motion passes with Eight (8) Yes votes, Zero (0) No votes and Zero (0) excused						

## New Business

### A. Committee on Resource Management

#### 1. Amend Action Item RM #24-35: Approval of OHA funding for an Event Sponsorship for the Hawai'i AI & Cloud Innovation Summit\*

*This agenda item is deferred indefinitely*

**Chair Hulu Lindsey** I will call on Stacy our CEO to explain this agenda item.

**Stacy Ferreira, CEO** No action needs to be taken, and I am asking that it be indefinitely deferred. We were able to get the correct information to procurement. We have resolved the issue.

**Chair Hulu Lindsey** Moving on to Community Concerns and Celebrations. Lehua, do we have anyone signed up to speak on this item?

## Community Concerns and Celebrations

**Board Secretary** There is no one signed up to speak on this agenda item.

**Chair Hulu Lindsey** Do we have anyone signed up to speak on the executive session agenda item?

**Board Secretary** There is no one signed up to speak on any of the executive session items.

### Executive Session

**Chair Hulu Lindsey** I will entertain a motion to move ourselves into executive session pursuant to HRS Section 92-5. We will return back to our livestream once we come out of executive session.

**Trustee Alapa** Moves to move the Board into executive session.

**Trustee Ahuna** Seconds the motion.

**The Board recuses into Executive Session at 10:10 a.m.**

Motion to recuse into executive session pursuant to HRS Section§92-5						
	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA		X	X			
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI‘I AKINA			X			
TRUSTEE LUANA ALAPA	X		X			
TRUSTEE BRICKWOOD GALUTERIA			X			
TRUSTEE KEONI SOUZA			X			
TRUSTEE MILILANI TRASK			X			
TRUSTEE JOHN WAIHE‘E						
CHAIRPERSON HULU LINDSEY			X			
<b>TOTAL VOTE COUNT</b>			<b>8</b>			
<b>MOTION:</b> [ ] UNANIMOUS [ X ] PASSED [ ] DEFERRED [ ] FAILED						
<b>Motion passes with a Eight (8) Yes votes, Zero (0) No votes and Zero (0) Excused vote.</b>						

**Board returns to open session at 12:05 p.m**

### Announcement

1. **Chair Hulu Lindsey** Reports to the public that the Board of Trustees consulted with our Board Counsel, Richard Naiwieha Wurdeman, with respect to the Office of Hawaiian Affairs v. State of Hawai‘i et al., Civ. No. 17-1-1823-11 and Civ. No. 24-1-0082. No action was taken. The Trustees also approved the Executive Session minutes.

Our next Board of Trustees meeting will be on September 12, 2024 at 10:00 am.

**Adjournment**

**Trustee Ahuna** Moves to adjourn the meeting.

**Trustee Akaka** Seconds the motion.

Adjournment							
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA	X		X			
KALEI	AKAKA		X	X			
KELI'I	AKINA			X			
LUANA	ALAPA			X			
BRICKWOOD	GALUTERIA			X			
J. KEONI	SOUZA			X			
MILILANI	TRASK			X			
JOHN	WAIHE'E						Left mtg a 11:55 am
CHAIR CARMEN HULU	LINDSEY			X			
TOTAL VOTE COUNT				8			

**Chairperson Carmen Hulu Lindsey** Adjourns the Board of Trustees meeting at 12:05 p.m.

Respectfully submitted,

\_\_\_\_\_  
Lehua Itokazu  
Board Secretary

As approved by the Board of Trustees on XXXXXXXXXX

\_\_\_\_\_  
Carmen Hulu Lindsey  
Chairperson, Board of Trustees

**Attachments:**

*\*\*all handouts will be attached once the draft minutes are approved by the Board of Trustees.*

**DRAFT**

**STATE OF HAWAII**  
**OFFICE OF HAWAIIAN AFFAIRS**  
**560 N. NIMITZ HIGHWAY, SUITE 200**  
**(In-Person Meeting)**

The OHA Board of Trustees meeting can be viewed and observed via livestream on OHA's website at [www.oha.org/livestream](http://www.oha.org/livestream) or listened by phone: (213) 338-8477.

A physical meeting location open to the general public will be available at the  
A physical meeting location open to the general public will be available at 560 N. Nimitz Hwy.,  
Suite 200, Honolulu HI 96817.

**Minutes of the**  
**BOARD OF TRUSTEES MEETING**  
**MINUTES**  
**January 23, 2025**  
**11:45 a.m.**

**ATTENDANCE:**

Chairperson Kaiali'i Kahele  
Trustee Dan Ahuna  
Trustee Kalei Akaka  
Trustee Keli'i Akina  
Trustee Luana Alapa  
Trustee Brickwood Galuteria  
Trustee Carmen Hulu Lindsey  
Trustee Keoni Souza  
Trustee John Waihe'e, IV.

**ADMINISTRATION:**

Stacy Ferreira, CEO  
Kēhaulani Pu'u, COO  
Ramona Hinck, CFO  
Everett Ohta, Interim General Counsel  
Naiwi Wurdeman, Board Counsel  
Hailama Farden, Dir. of Hawaiian Culture  
Kū'ike Kamakea-Ōhelo, Dir. Of Ōiwi  
Well-being and Āina Momona  
Leina'ala Ley, Dir. of Advocacy  
Bill Brennan, Dir. Communications  
Lisa Vaughn-Sekona, Dir. of Community Engagement  
Kelcie Wade, IT  
Arlene Aguinaldo, IT  
Daniel Santos, IT

**BOT STAFF:**

Lehua Itokazu, Board Secretary  
Kauikeaolani Wailehua, Trustee Aide  
Kanani Iaea, Trustee Aide  
LeiAnn Durrant, Trustee Aide  
Anuheia Diamond, Trustee Aide  
Kyla Hee, Trustee Secretary  
Mark Watanabe, Trustee Aide  
Sommer Soares, Trustee Secretary  
Pohai Ryan, Trustee Aide  
Carina Lee, Trustee Aide  
Remi Keli'ihō'omalū, Trustee Aide

**GUEST:**

Germaine Meyers, Public Testimony

**Call to Order**

**Chair Kaiali'i Kahele** Calls the Board of Trustees Meeting to order for Thursday, January 23, 2025 at 11:48 a.m. Board Secretary, please do a roll call.

MEMBERS			Present	Notes
TRUSTEE	DAN	AHUNA	X	
TRUSTEE	KALEI	AKAKA	X	
TRUSTEE	KELI'I	AKINA	X	
TRUSTEE	LUANA	ALAPA	X	
TRUSTEE	BRICKWOOD	GALUTERIA	X	Leaves meeting at 2:57pm
TRUSTEE	CARMEN "HULU"	LINDSEY	X	
TRUSTEE	KEONI	SOUZA	X	
TRUSTEE	JOHN	WAIHE'E	X	
CHAIRPERSON	KAIALI'I	KAHELE	X	
			9	

At the Call to Order, **nine (9)** Trustees are PRESENT, thereby constituting a quorum.

**Chair Kaiali'i Kahele** This meeting can be viewed via livestream on OHA's website at [www.oha.org/livestream](http://www.oha.org/livestream). If you'd like to testify on any agenda item during the zoom meeting, please raise your hand when that item is announced. When your name is called upon, please unmute your mic. You'll be given the ability to turn your camera on during your testimony and once you're finished, we ask that you mute your microphone. Again, each person will get their five minutes. Before moving on to new business, agenda item V.B. the community report will be emailed once it is finalized. This report will serve as the official record for this Board meeting as a quick turn around is required for Budget and Finance.

Our first item is status of OHA activities. Lehua, do we have anyone signed up to speak on this item?

**Board Secretary** No one has signed up to speak on item.

**Chair Kaiali'i Kahele** Status of Office of Hawaiian Affairs (OHA) Activities: Ka Pouhana/CEO and Administration's Update on OHA's activities is something that we will start to incorporate into our Board meetings. This will allow Administration to inform us on things that they feel are important and necessary for us to be aware of.

## **II. Status of OHA Activities: Ka Pouhana/CEO and Administration's Update on OHA's activities.**

**Stacy Ferreira, CEO** Aloha and thank you for the opportunity to provide a CEO update. It's important that I have this time and opportunity to share with you all of the good work that's happening through the agency. I wanted to start off with just some current events. Yesterday, I presented OHA's policy agenda and administrative bill package to the House majority caucus. Over forty members attended. The presentation was very well received, and I also got a lot of positive feedback. Many shared that they're excited by the leadership OHA is taking. Speaker Nadine Nakamura was very complimentary. She vowed her support of OHA, our agenda, and reiterated how important it is to address the challenges within our Native Hawaiian communities. I wanted to let you know, Poni Askew and I will be participating in a site visit in Tacoma, Washington over the next two days with leaders across the executive branch. We will visit Native American tribes who've successfully created a regional economic development driver in agriculture, agriculture tech, and aquaculture. I'm hopeful that we can bring back intel that's going to help us shape our MIMO economic resilience tactics as

we begin to shape our OHA biennium budget and determine how best to activate our Wahiawā lands and in coordination with other State departments.

I do want to talk a little bit about the land transfer due diligence. Yesterday, we had a handful of our beneficiaries in the chambers to basically testify on the various transfers. It was really heartening to hear their positive feedback on the level of engagement OHA has had with them over the last 9 to 12 months. One of the greatest indicators of our success here at OHA is that our beneficiaries feel seen and heard and that their voices are reflected in our work. I want to make sure you folks know that there's a much larger team behind the scenes from Strategy and Implementation and our land buyers who contributed through that good work for phase one.

I wanted to also update you on our salary commission. The commission work has continued and they're currently working on the draft salary report. They are aiming to have that draft report online tomorrow. It will be listed on the website for public comment on January 24<sup>th</sup>. I provided you with a printout of a draft proposal of salary increases for the other three branches. I want to just call your attention to what is being proposed.

And although we don't have the numbers just yet for our OHA Trustees, I think that it'll be a really good reference point once our report does get put online tomorrow. Of course, we are striving for parity. Their last meeting is scheduled for January 29th at 9 a.m. Once the report goes up, they will be taking public testimony. OHA will be providing testimony. I am talking with Chair Kahele and Chair Galuteria to determine what is the best way to get a testimonial based off the Board's voice on how you folks would like to respond to that draft report in the very short turnaround. We will only have four days in which to provide a response.

Compensation review for the administrative side: Human Resources (HR) has identified source data for initial OHA wage band and review, reviewing supporting documentation for the establishment of the wage bands. I would like to explain why we are doing this work. This has been the single biggest morale issue for our current staff and continues to be a persisting issue in terms of recruitment and retention of qualified candidates to the agency and retaining the amazing staff that we do have. HR will be reviewing Bureau of Labor Statistics data against OHA position wage bands. This data is reported every other year. By mid-March, HR will then adjust OHA's position wage bands to align all their salaries with these benchmarks and adjust for inflation since all their wage bands were established back in 2021 and updated in 2022. This will all be subject to approval of my office. By the end of March, I will be providing an update to the Budget and Finance Chair. Our target to complete all this work for FY26 compensation review will be the end of March. Any revisions that are brought forth by the Board will be reflected in May based on feedback from the community and the Board.

The next thing I wanted to update you folks on is our performance management system work. This goes hand in hand with salary. It's important that the agency have a robust, comprehensive, and consistent way of managing our staff performance. We've had a working group composed of HR representatives and executive leadership that have been actively working over the last five months on the development and rollout of an OHA employee performance management system. The platform through which the system will be managed is called Quantum Workplace. The working group has been working collaboratively with Quantum to help **readiness** for the deployment of the system. The working group has also developed a goals framework, a rating system, and procedures for OHA's performance management all while working to integrate cultural values.

I think it's important to note that this system will be rolled out to Administration, and this will also encompass the BOT suite staff. The timeline for our rollout, we're looking for fiscal year 2025, Q3 and Q4, with a pilot group. We will get feedback based off this pilot group. Then in FY26, Q1 and Q2, we will roll it out with the entire staff for BOT and Administration. For our budget timeline, we are looking at doing budget training and

prep work in February, and we will be providing you with additional detail on that training schedule. We will be doing special training just for the board suite as all trustees will be asked to provide their individual budgets based off the work that they are hoping to accomplish for their respective islands and statewide. Those budgets will then be rolled up to the Board Chair and it will be compiled into a BOT suite budget. We understand that this is going to be a new practice. We will ensure that training and all templates will be provided in advance and that we can do it in a timely manner to meet the budget timelines.

In March, we will be doing the budget review with the ELT on the administrative side and with the Budget and Finance Chair and then in April, we'll be doing a draft budget presentation to Trustees, and we will begin rounds of community consultation. Then we will come back, do revisions based off the feedback that we've gotten and in May, we will finish our last revision and finalize it for presentation to the Board.

Lastly, I wanted to give you an update on the Kanaaho grants. Our grant applications close on December 31, 2024. To date, OHA has awarded \$3.4 million dollars over fiscal year 24/25 to over 608 beneficiaries. OHA is processing the last of its Kanaaho applications and the majority are considered what we are calling reverts due to the lack of documentation that is required. The target completion date is February 5th. The Strategy and Implementation (S&I) Economic Stability team is working on a proposal for a next phase of Kanaaho support utilizing the remaining funds, which we estimate to be about \$1.5 million dollars. The team will also be working closely with Trustee Lindsey to get her input and expertise on her beneficiaries in Maui County so that we can provide a proposal to come back in front of the Board for that second tranche.

That is the last of my updates and again, mahalo for the opportunity to share with you. This is not an exhaustive list of everything that's happening on the administrative side, but these are things that I thought the Board would want to know and be informed of in terms of timelines and things that are going to directly affect the work that you're doing.

**Trustee Akina** I want you and your team. You have done some very good work especially dealing with some issues like compensation of the entire staff at OHA, something long overdue, and I appreciate your leadership in that. Thank you.

**Trustee Galuteria** Thank you for the report. On your trip to Washington, this is basically State Executive Branch?

**Stacy Ferreira, CEO** It's a large contingent of state leaders that are going. The state obviously is trying to address our food goals and our interest from OHA is one to be able to contribute to the state's goals but utilizing our agricultural lands in Wahiawā. We will be bringing back in front of the Board the conceptual master plan for Kukaniloko. We have 500 acres of agricultural lands, but also that includes the sacred wahi pana of the birthing stones. There is a large part of that parcel not being utilized and as landowners, it's in our best interest to make them productive. If we can get those lands producing food for our people to create economic opportunities for our people and contribute to larger state efforts, I think it's a win all the way around.

We would like to go and learn from the tribes, figure out what they're doing with their lands in terms of agriculture, ag tech, and aquaculture. We can bring some of that intel back and put that together in tactics that we can bring back in front of the Board for our budget cycle. I think it's going to be time well spent.

**Trustee Galuteria** I know it's a quick turnaround. When you do go up there, do you folks plan on visiting with any of our Native Hawaiians groups while you're in Washington?

**Stacy Ferreira, CEO** Unfortunately not, because I'm part of this state contingent, they have a very tight timeline where every meal is a working breakfast, working lunch, and working dinner because the time is so abbreviated. I met with the Pelekikena from the Civic Club in Tennessee; she and I will stay connected to make sure that we can engage with them more actively going forward.

**Trustee Ahuna** I just wanted to thank Stacey for all her hard work. She just mentioned the Wahiawā lands and how to be productive. Are we taking any beneficiaries or linear descendants from those lands?

**Stacy Ferreira, CEO** No, they are ag lands. We do have a co-steward; the Wahiawā Hawaiian Civic Club is our co-steward. They have been part of the planning activities. Our plan is to do a refresh for Trustees because it's been a while. The previous conceptual plan did not consider Maula I Maui Ola and the current REPI grant that we were awarded just recently through the Feds. It's a good time for us to refresh and think about how to repurpose those agricultural lands while we still protect and create a buffer around Kukaniloko.

**Trustee Akaka** I wanted to ask when the planning was made for these set of meetings in Tacoma, Washington?

**Stacy Ferreira, CEO** I was invited about a month ago.

**Trustee Akaka** I think, in the future, it's important to let the Board know about matters like this and share with the BAE team when it comes to legislative matters so that we are kept apprised of what's going on.

**Stacy Ferreira, CEO** Mahalo for that. It's not a legislative trip. Chair was apprised of my agenda, he signed off on my travel, but I can certainly do a better job of letting you folks know in advance, can do.

**Trustee Souza** Thank you for that, Trustee Akaka. I also concur. I think maybe now that we are having regular Board of Trustees/Administration updates, this would be a great opportunity to share with the Trustees' future travel invitations for senior administration officials to take trips. I received approval for travel a few days ago. I just pretty much found out about it as well. I think it is worthwhile considering a delegation that Ka Pouhana is going to go with, but I absolutely recognize your concern but the opportunity for all of the Trustees, that our Administration officials are being given to travel.

**Trustee Akaka** For me, it's so the right hand knows what the left hand is doing and that we are all kept apprised because it's not the best when we find out things that OHA is doing in social media or through the news outlets or through our legislators and they're asking for more information and we're finding out through them. If we're made aware about it ahead of time, we can share any mana'o that might be helpful.

**Chair Kaiali'i Kahele** That is a good process and all of our Trustees can know where our staff is, especially those that travel outside of the state.

**Trustee Galuteria** Mahalo nui loa, Ka Pouhana, this has to do with the salary commission. I do know that it's a quick turnaround on our draft proposal response to what's coming out tomorrow. As you are drafting the response, I know that it's a controversial topic for many but not for us, because this is about parity. In terms of the salary commission and our salaries, we want to lean in on a couple of things, not only parity. The members of this board, we only have a certain amount of time sitting here on the board. What we want to do is we want to establish a meaningful pathway to service for our young Native Hawaiian servants, public servants. We want them to understand that the salary has parity to the other branches of governance. This way they will have a meaningful decision that they can make on whether they want to serve in the executive branch, the legislative branch, or the fourth branch. We want to make sure that that is put into the rationale behind our response.



This is a long game and not a short game. The short game is how we gain parity; the longer game is how we attract talent to this board. Could you please institute that into the response in some way, shape, or form. I know we're going to be talking about it over the next couple of days and it is a quick turnaround. I wanted to start that conversation with you now. If you could consider that.

**Stacy Ferreira, CEO** Absolutely. Mahalo for that. And I'm going to need some guidance from you and Chair Kahele on how we're going to turn around the testimony.

**Trustee Akaka** I just wanted to ask for clarity. Were you talking about the former 'ōpio program that was in existence at the Office of Hawaiian Affairs?

**Trustee Galuteria** It could be. I'm talking about the general population of servants or young servants who want to get into public service and want to run for office. I know that we're not doing this for the money, obviously but there should be a platform where you start.

**Trustee Akaka** I was asking for clarification. For the record, this is the 'ōpio program that I've been asking to be reinstated at the Office of Hawaiian Affairs for some years now. This is where we can prepare our up-and-coming generation to do the work that we're doing now and later.

**Trustee Galuteria** Secondly, to that point, there is institutional knowledge that is out there. We should be attracting talent from all sectors, all age limits if possible, to bring the best that they can to this board table. That's what I'm talking about. Mahalo.

**Stacy Ferreira, CEO** Thank you, we'll make sure that whatever testimony is put together, we put in those comments.

**Chair Kaiali'i Kahele** I think what's important for our beneficiaries, since we're often maybe accused of not providing enough information, is to just set the framework for this salary commission. OHA trustee salaries are treated differently than the other salaries throughout the state. By statute, which is OHA's Chapter 10, 9.5, the Governor has the exclusive power to appoint a unique salary commission only for OHA, the OHA salary commission. By statute, this is supposed to happen every four years. The last time the OHA salary commission met under Neil Hannahs and other volunteers was in 2016. The Ige administration failed to appoint an OHA salary commission in 2020. It should have been appointed in the first year of Governor Green's term in 2024, and it was not. Fortunately, the Governor appointed a salary commission this year and they're finally doing their work but OHA Trustees have not received even a look at a the salary to compare to Trustee Galuteria's point, equity amongst even our state legislative colleagues. For the record, the OHA trustee salary for a trustee is \$56,280. The salary for a state representative is \$74,160, that's a difference in \$17,880. When we're talking equity, we're not even in the same ballpark here. This commission was put together by Governor Green, and we mahalo him for that. They're doing their work, they're going to file and publish their draft report in the next few days. Now, what happens then is that report, in final form, gets filed with the legislature and I think by statute is within 20 or 40 days after the convening of the legislative session by the middle of February.

**Trustee Akaka** Yes, that was our understanding last year when we were advocating at the legislature. I continued to check with our Chief Advocate at that time because we were drawing so close through January and through February with the time frame and so forth. Also, to restate that there wasn't a single legislator that was against hearing this in their different chambers and they were puzzled as to why there was no attention paid to it. There were constant reminders and follow up by our Board Chair at that time and also by Stacy.

**Chair Kaiali'i Kahele** The Governor to not appoint a salary commission in 2020 was a violation of State statute, period. That's how the law is currently written, it probably should be written and looked at because, it has the potential for the Governor to not appoint the salary commission because they've been differing opinions between OHA and the Administration. The fact that it wasn't convened in 2020, should have been fixed. Once the report is finalized and filed with the legislature, the OHA salary commission will make their recommendations whether the salary should stay the same, decrease, or increase based on analyzing salaries from across the state with our counterparts. The legislature can take only one action and that is the action to disapprove of the OHA salaries commission's recommendations via a joint resolution or a concurrent resolution of both chambers of the House and Senate. This must be done before the end of the legislative session or by the end of when concurrent resolutions need to be voted on by, which is going to be mid-April. If the legislature takes no action, then the salary commission's recommendations are implemented effective July 1st. That's the process for our beneficiaries. Stacy, has the OHA salary commission published their draft findings?

**Stacy Ferreira, CEO** It'll be online tomorrow on the salary commission website. I just wanted to make a couple notes: One, it's going to be a four-year look in terms of the recommendation, so what is your salary increase going to be year over year, over the next four years. Also, Trustee Alapa had asked the question about retro pay and my response to her was, we will not know until tomorrow what the salary commission is recommending. They're looking at salary going forward, but that's not to say that they couldn't look at retro either, but there's no guarantees. I just want to end with my appreciation to Trustee Lindsey. From the moment that I was hired on, she made this one of the number one priorities for the BOT and she was relentless in making sure that we stayed on it with the Governor's office, with Brooke Wilson and we wouldn't be at the place we are at if it wasn't for her tenacity and perseverance. So, I just want to mahalo you, Trustee Lindsey, for all you did in this regard.

**Trustee Lindsey** Thank you, Stacy.

**Trustee Ahuna** Just a quick comment, because I wish we could add to all your guys' great conversations, what would be the income for like a person with a family of four? I just wanted to compare that to how much we get paid so people can understand that.

**Chair Kaiali'i Kahele** This is important because the OHA salary commission is going to publish its first draft for public comment. Depending on what their recommendations are, salary increases for elected officials have been a topic of conversation, a member of the Senate raised it on opening day. It's important that we are messaging to our beneficiaries based on what that commission's report draft is going to say tomorrow. The nature of this possible pay adjustment and how it's different than the normal salary commission that we see here and their recommendations. I think it's just important that we message that. Public comments will be taken, the commission will adjust their report based on that public comment or not.

Then it'll be filed on the 20th calendar day of the legislative session and at that point, it is up to the legislature to decide whether to accept or reject those findings. Public opinion will probably weigh in on the potential adjustment to OHA's salaries that have been woefully deficient for at least six, seven years now. I think it's important that we have the right message.

**Trustee Akaka** Some of the conversations with legislators was why is it coming to us, the legislature, to approve. How is that mandated through us? The other topic of conversation is that it doesn't come from the state budget. Why is this our kuleana? Part of the conversation was with Legislator Moore saying there should be a bill introduced, and it should be enacted where it's no longer our kuleana or that when other salary board commissions are being assembled, that should also include the Office of Hawaiian Affairs. Mahalo.

**Chair Kaiali'i Kahele** That's a good point. To Trustee Lindsey's point, that's how the statute is written. If that statute was never amended since Chapter 10 was originally written, it probably should have a fresh re-look at. It is on the legislators to determine that. They're going to face feedback from their constituents when this becomes public. I'm nearly positive it'll become public so our communications team should be prepared, and I think Trustee Akaka made a great point for our beneficiaries, OHA's salaries, in fact, every salary in the OHA ecosystem comes out of our Native Hawaiian Trust Fund. This is not the general funds or taxpayer funds. These are funds that are part of our Native Hawaiian Trust Fund, ultimately our beneficiary's funds.

**Stacy Ferreira, CEO** We will send the draft over the weekend so that we can get feedback. The next meeting date is the 29<sup>th</sup>. Testimony will be due on the 27<sup>th</sup>.

**Chair Kaiali'i Kahele** Looking at the excel spreadsheet you provided, do you have an idea of what this parallel proposed salary commission increase is and what their time line is? Are these numbers public?

**Stacy Ferreira, CEO** These numbers are public. I did recommend that the commission be aware there's three other commissions that are ongoing and that they look at what formulas are being used. I'm hoping that they are also looking at what's on that paper to come up with parity with the other three commissions and what they've determined.

**Chair Kaiali'i Kahele** Clearly looking at the the salary commission's first draft proposal, significant increases, right? 46% increase to the Office of the Governor, 49% increase to the State Senate President. Across the board, at least 30% increases in comparable salaries. I would anticipate public comment. We should be prepared to properly message.

**Stacy Ferreira, CEO** Based off what you just said, if you think those percentages are high, ours is going to be even higher, right, because we have a bigger disparity.

**Trustee Akaka** Those commission meetings are available online beyond the time of those meetings. They are viewable if you would like to view them. The agenda is posted on there as well. There was thoughtful conversation, tuning into all of them. I had also provided perspective as a trustee, also serving in both positions as a chair and a vice chair of a committee in terms of what a year can look like from day to day, month to month, what part of the year we're in starting from about November, December, all the way to January. April, May with a legislative session, preparing for the legislative session, and then preparing ourselves for the rest of the year with our community island meetings, and there is always something unexpected that pops up that gets our attention and so forth. All these things that happen through the year are a year-round kuleana and oftentimes it is rather hard to work off salary as there's other factors too. So, there was a lot of mindful conversation between the commission members, and they were also considering what the pay looked like for various positions, state and county positions throughout. Then looking at an average of what the various county councils are paying, what the different legislators are paying, what are the number of constituents that they represent and so forth. It was a lot of back and forth and calculating on their part during these meetings and then voting on what made sense to them and then talking about what the report would look like.

**Chair Kaiali'i Kahele** Thank you, Trustee Akaka, and for any trustee that participated in those hearings. I didn't have a chance to participate. Mahalo for doing that, weighing in and if our OHA salary commission members are listening or watching, mahalo for your work, your help. This is very short notice. I think the Governor appointed names in the November timeframe. There's about five or six commissioners.

**Trustee Akaka** I also want to mahalo them as well because they worked very diligently and quickly, whereas in previous times, it was not a priority.

**Chair Kaiali'i Kahele** They're not compensated for their work. They're volunteers. They took this kuleana on over the holidays and they're taking their job very seriously. We sincerely appreciate their work for that. I'm looking forward to seeing the draft report.

**Trustee Lindsey** I just want to state for those that are not familiar with our salaries, the \$56,000 I believe has gone up to \$58,000 because of some kind of adjustment. It brings home to the Trustees about \$3,000 a month. It is below all our Aides. We get paid less than all our Aides. It's not a whole lot of money. I almost consider us in the poverty zone. I want people to realize some people think we're making a lot of money. No way, we're having a hard time like everybody else.

**Chair Kaiali'i Kahele** Most of us have multiple jobs.

**Trustee Lindsey** Yes, and thank goodness for the multiple jobs, but for those that do not have multiple jobs, I think it's a hardship. The love for our lāhui is why we are here. We like what we're doing. We want to see progress with our people. That's why it's okay for us to get paid what we have been getting paid.

**Chair Kaiali'i Kahele** To Trustee Akaka's point, we represent the whole state. There's only two other elected offices at the statewide level that do that and that's the Governor and Lieutenant Governor. OHA trustees are on every ballot throughout every district of the pae 'āina. We serve our entire communities, whether you are an island specific member or an at-large member. Policy briefed us yesterday on the public financing piece and I just see a systemic inequity across the state, whether it's our salaries or the amount that goes to the state public funding program for OHA trustees, \$1,500 is the amount. That needs to be addressed.

If there are proposed increases to the salary rates, I think in the future, it will give others an opportunity to look at serving on this board and bringing additional diversity to the board. I think that's a good thing.

**Trustee Lindsey** To make it clear, I've been here for 13 years and not one penny raised.

**Chair Kaiali'i Kahele** 'Aha 'Ōpio program, I would love to bring that back. I went to 'Aha 'Ōpio in 1991, I wouldn't be here today if it wasn't for my experience at the state capitol. It was a fantastic program. I don't know what happened to it, but we should talk about possibly bringing it back.

**Trustee Akaka** I have spoken with different members who have been a part of that, and they had very excitedly said anything that we can do to help bring that back, we would like to help.

Absolutely. Ka Pouhana, if that's something we can work on with your team maybe looking at it as part of the next upcoming budget cycle and seeing what that would take and the resources it would take to restart our 'Aha 'Ōpio program.

I just had a couple of thoughts on the monthly report. We're looking forward to hearing about Ka Pouhana's trip to Seattle and all the great information you're going to provide. Our Kūkaniloko lands are prime ag lands and can provide a unique opportunity to agriculture and farmers. We also have, if you're not aware, you probably are, but the Wahiawā value added a product development center that was a key project in Wahiawā led by Senator Dela Cruz. It's a 33,000 square foot value-added processing center and facility run through Leeward

Community College. Our lands are perfectly situated for agriculture growth and supporting local Hawaiian farmers. I think the information you bring back, Stacy, will be really important for the board.

**Trustee Akaka** I'd also like to recommend that what is shared, if it's not already part of the talking points, during that trip is our partnership with the University and planting hundreds of Native Hawaiian plants as an OHA wide project that we had done on our lands over there. So, I want that to be shared as well. I think that's something that we can look at in the future.

**Chair Kaiali'i Kahele** The compensation review that you talked about and the wage bans, this is important. As we look at potential OHA trustee salary increases that are out of our control, it's part of the salary commission. Looking at the compensation rates for every single OHA employee here, the 117, 120 employees of OHA, I think it is critically important for recruitment, retention, morale, and all the things that we've talked about. Just to throw some numbers out here, the average pay salary for a single individual in the City and County of Honolulu is \$79,000 per year. That's the average. For us to properly compensate our staff, our hardworking staff, I think this is a good step in the right direction. I am looking forward to Human Resources (HR) work and information to provide to the trustees on the upcoming wage bans. I hope it's the intention of this board to do whatever we can to increase staff salaries where they are warranted.

**Trustee Akaka** That reminds me, part of the conversation that the Commission had in looking at the salary of the trustees was comparing that to the upcoming Chief of Staff salary and what the difference is on that. I thought that was interesting.

**Chair Kaiali'i Kahele** We need to recruit good quality talent. That is one of the issues we're having right now with recruiting top talent to OHA. We are not a private entity, and we are challenged like every other public agency in the state with recruiting and retaining good quality talent.

I'll just make one point on the budget timeline for all our Trustees to start thinking about what your individual budget for your office will look like for this calendar year. We've conveyed it to your staff to start putting together what you think your individual budget will look like so we can work with Chair Alapa on that. We can put together an annual board budget that each office thinks they're going to utilize for travel or other related purposes. I think we'll at least bring that to budget review in March with finalizing the budget in May. So, sit down with your staff and think about what are the things that we're going to do throughout the course of the year? How we can put together a good budget that reflects our work and to the best of our ability spends the money that we're appropriating in a realistic budget. Anybody have any comments on that?

**Trustee Alapa** Do we have a timeline for trustees to submit their budget?

**Chair Kaiali'i Kahele** The end of February?

**Trustee Alapa** I was going to say that.

**Chair Kaiali'i Kahele** Great, end of February. We're happy to work together with you. I haven't put together my annual budget. You have all been here longer than me, I'll lean on each of you to understand the things that we do.

**Stacy Ferreira, CEO** We'll provide training on the templates for the board suite.

**Chair Kaiali'i Kahele** When do you plan on doing the training?

**Stacy Ferreira, CEO** That will be so based off the timeline that I gave you folks, we're going to be looking at February. I don't have the specific date from Ramona yet, but we are targeting I want to say mid-February.

**Chair Kaiali'i Kahele** Let's get the training done first and then we can work on putting together the budget unless those that are seasoned trustees here can start working on their budgets already, you're welcome too. But I think training is good. If that is all, great update, Ka Pouhana. Looking forward to more of these and I hope you found this informative and productive. Have a great trip. We will now move on the approval of minutes. Lehua, do we have anyone signed up to testify on the approval of minutes?

*There is one testifier requesting to speak on the previous agenda item.*

*Chair Kahele allows testimony.*

**Germaine Meyers** Aloha, I am Germaine Meyers, I am a beneficiary for OHA beneficiary advocacy and empowerment. I'm also a Nānākuli Hawaiian homestead lessee. Chair, what I wanted to share with all of you as part of her report was the salary commission is I wanted to let you know that I personally submitted a request to the Governor's office in January 2023 and again in the beginning of 2024 asking several times for the Governor to convene a salary commission. I also advocated for people in my community to call and email the Governor. I went to the fourth floor at the Governor's office and asked him as well, Brooke Wilson. I just wanted to let you know that there are people in our community that have been advocating for OHA trustees to get a raise in their salary. I wanted to let you know that the draft has already come out. There's a 21-page draft. The draft says that the Trustees will get a raise. The legislature will have to insert the starting date but they're requesting you guys to get a raise fiscal year ending June 30th, 2025. The trustees to go up to \$117,360 and for the Chairperson to go up to \$127,360. Then each fiscal year thereafter, fiscal year '26, '27, and '28, they provided a formula for the state to follow. The recommendation is you would have a percentage of the personal consumption expenditure for Hawai'i, (HIPCE) or The Honolulu Consumer Price Index (CPI) for the prior year ending December 31st, 2024, specifically for the fiscal year '26 recommendation. Between those two formulas, they determined that the smaller percentage of either of these formulas would be their recommendation. I'm going to be providing public comments in support of the recommendation. I'm also going to ask for our homesteaders, our beneficiaries to support this salary commission recommendation. No matter how much I feel or disagree with any particular trustee, I feel you are still an organization, an entity, a group, a board that is representing our trust and our needs. So, no matter how I feel about any one of you individually, I still feel there should be parity. There is support in the community and I hope that OHA can send out a kāhea for support from others so that OHA can show that there are people, there are beneficiaries in our community that support you as well. God bless all of you.

**Trustee Souza** Germaine, where did you find this report?

**Germaine Meyers** I can forward it to all of you.

**Stacy Ferreira, CEO** The last information I got from the commission themselves was that they were still working on it, and they would post it tomorrow.

**Trustee Akaka** Mahalo for your support Germaine. If I'm looking at this draft report correctly, it is stating what Germaine is saying. I don't know if there was further discussion or whatever after that last meeting but that is a surprise.

**Trustee Ahuna** I believe it's posted on the Governor's site too.

**Trustee Akaka** I'm looking on the Department of Human Resources Development (DHRD) website, which is the website the live meetings were on as well as the posted agenda, meeting materials and so forth.

**Germain Meyer** That's where I got it and it's the same one that's on the Governor's website. I'm going to encourage Representative Kila and our other legislators to also support it when it comes before the legislature.

**Chair Kaiali'i Kahele** I'm looking at the same report. It's labeled 2024, there is no date on this report. I don't know why it's on the Governor's site. I would disregard it until we see a report with an actual date that reflects 2025. Thank you, Germaine, for pointing it out. I will wait for the official report from the commission tomorrow to review.

### **Approval of Minutes**

**Trustee Waihe'e** I move to approve all the minutes.

**Trustee Souza** Seconds the motion.

**Chair Kaiali'i Kahele** Do we have anyone signed up to speak on this item?

**Board Secretary** No one has signed up to speak on item.

**Chair Kaiali'i Kahele** Please do a roll call vote for the approval of the minutes.

12:51 p.m. Trustee Waihe'e moves to						
Approve the following minutes:						
A. May 23, 2025						
B. June 19, 2025						
C. December 4, 2025						
Trustee Souza seconds the motion						
Vote: 12:52 p.m.	1	2	'AE (YES)	'A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA			X			
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI'I AKINA			X			
TRUSTEE LUANA ALAPA			X			
TRUSTEE BRICKWOOD GALUTERIA			X			
CHAIRPERSON HULU LINDSEY			X			
TRUSTEE J. KEONI SOUZA		X	X			
TRUSTEE JOHN WAIHE'E	X		X			

<b>CHAIR KAIALI'I KAHELE</b>			<b>X</b>			
<b>TOTAL VOTE COUNT</b>			<b>9</b>			
<b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>						
<b>Motion passes with Nine (9) Yes votes, Zero (0) No votes</b>						

### **Unfinished Business**

#### **A. Continued Reporting from Board Meeting of January 9, 2025 of Trustees who attended the January 6, 2025 legislative information meetings of the State Senate Committee on Ways and Means and the State House Finance Committee. – *no action required.***

**Chair Kaiali'i Kahele** The Chair will announce that this is a continued reporting from our previous Board meeting on January 9, 2025 of Trustees who attended the January 6, 2025 legislative informational meeting of the State Senate Committee on Ways and Means, and also the State House Finance Committee. I believe in attendance at both those hearings were myself, Trustee Souza, Trustee Akina, and Trustee Alapa. Trustee Lindsey was online. I'm sure other trustees were online as well. The main things that we talked about as presented by our Ka Pouhana and our Chief Operating Officer and our budget chief was the OHA's budget as well as our budget request and the priority bills that we have adopted and are working on at the legislature. Beyond that, it was more question and answers that we did between legislators. Any other trustees have anything else to add?

**Trustee Akaka** Pretty much the same thing that I had stated prior is that I think there's so many good things that come out of the Office of Hawaiian Affairs, but we need to give the opportunity for our beneficiaries and our constituents and our Hawai'i community and those beyond our shores to know what we're doing so that they can feel good about what is happening out of the Office of Hawaiian Affairs and support us when it comes to providing testimony and so forth when it comes to a pro rata share and our different initiatives. Those that have used our Mālama loans and so forth, there's so many good stories. I think that we need to highlight those stories so that people in general feel more comfortable with Office of Hawaiian Affairs. That is something that should be highlighted on our website. This is something that should be shared on our social media and then it can be re-shared and so forth. When it comes to the informational briefings and so forth at the legislature or any other government agency, the question that often comes up is *hey, you do all this good stuff, but what do you have to share for it?*

If we can have a dashboard of some kind of status report that highlights all that when we've been going to the legislature and talking to the individual legislators. We've provided one to two pagers of the specific needs that are being met through the Office of Hawaiian Affairs for their constituents and to give them the opportunity to share in their newsletters and so forth. It's a feather in their cap to show that they are collaborating and they're working with Office of Hawaiian Affairs to improve their community.

**Chair Kaiali'i Kahele** Senator Dela Cruz mentioned this in his 2023 WAM briefing, as well as this one, about a dashboard.

**Trustee Akaka** Yes, and that's what I have been sharing with our Administration and Public Policy team that this is something that he's repeated and I agree with him because that's how we can validate all the work that we do, why we exist, why we have this mission, and how we're meeting our strategic goals. It's important for



people to have the opportunity to know that and to know the difference between the Office of Hawaiian Affairs and the Department of Hawaiian Homelands, that's often a common point of confusion.

**Chair Kaiali'i Kahele** I know our team is working on a robust update to OHA's website that I'm sure will be incorporated.

**Stacy Ferreira, CEO** I just want to respond to that, our biennium budget coming in front of the Board will be an appropriation that's being requested for a dashboard. So, I look forward to everyone's support when it comes across your table in that budget appropriation. It is not cheap; it is a very expensive endeavor to have that level of data analysis and a system that can provide those kinds of dashboards. I mahalo you in advance because it is going to be coming your way.

**Kēhau Pu'u, COO** There is an allocation in our budget realignment for a dashboard. We also have lāhui data called the Native Hawaiian Data book posted on our website. Elena Farden, our Strategy and Implementation Director, is working on a contract to make our population data a little more accessible. Also, legislative primers were created for this round and shared with everyone.

**Trustee Akaka** This was something that legislators had heard about that other legislators had received, and they were looking forward to having the meeting with us and receiving that as well.

**Chair Kaiali'i Kahele** Mahalo to Leina'ala and her team for putting this together.

**Stacy Ferreira, CEO** I would like to ask Kēhau to share about the partnership we're putting together with the Office of the Governor and the Office of Wellness and Resilience and Data Sharing.

**Trustee Galuteria** Do we have any data about the Registry? Off the top of your head, how many people are on that Registry right now? Secondly, do we have data that suggest how much Native Hawaiian voters we have? Because the Office of Election does not have that demographic. Do we have any way we can obtain how many Native Hawaiian electorates we have? Subsequently, break that down to how many Native Hawaiians vote in every district, senate district and house district? I will follow up with you on this.

**Stacy Ferreira, CEO** We have 3, 346 individuals in our database.

**Trustee Galuteria** When we were leaning into the Kana'iowalu and the Kau Inoa initiatives which ran into legal situations, we got up to 125,000. It was political muscularity. The day we can walk into the Governor's office and say we have 125,000 people, deal with us.

**Chair Kaiali'i Kahele** For our beneficiaries, we had this conversation recapping our engagements at the legislature because of our Chapter 92 State Sunshine Law. At those hearings, OHA was allowed to provide four trustees to attend in person. Unfortunately, because of the Sunshine Law, all nine are not allowed to attend, but four did and so I think that's important for our beneficiaries to know and for those that couldn't be there in person, clearly they were participating online and watching.

## **New Business**

### **A. Committee on Beneficiary Advocacy and Empowerment**

- 1. Action Item BAE #25-01: Approval of the Office of Hawaiian Affairs' Nominees for the Island Burial Councils for transmittal to the Office of the Governor as follows: Hawai'i**

Island- Keoni Alvarez, Cyrus Seto, Christian-Duke No‘eau Woo-O’Brien, Jeanette Kaulukukui, Shantel Freeman, Maui/Lāna‘i – Rochelle Kapu, Paresa Noelani June, Caroline Hartman, Bennadette Duman, Moloka‘i- Kawaipuna Kalipi, O‘ahu- Makoa Caceres, Julian Ako, Charish Miller, William Haole, Kawaiohawaiki Anakalea, Kaua‘i/Ni‘ihau- Kalanikumai Ka Maka ‘o na ali‘i Hanohano.\*

**Chair Kaiali‘i Kahele** Our next item V.A.1. Do we have anyone signed up to speak on this item?

**Board Secretary** No one is signed up to speak on this item.

**Trustee Galuteria Chair Kahele, Your Committee on Beneficiary Advocacy and Empowerment, having met on January 8, 2025; and after full and free discussion, recommends approval of the following motions to the Board of Trustees:**

**MOTION 1:** To approve the individuals listed in Section I. above as the Office of Hawaiian Affairs’ 2025 nominations to the O‘ahu Island Burial Council, Hawai‘i Island Burial Council, Maui Island Burial Council, Moloka‘i Island Burial Council, and the Kaua‘i Island Burial Council, and to authorize the Administration to timely transmit these nominations to the Governor.

**Trustee Akaka** Seconds the motion.

**Kēhau Pu‘u, COO** Announces that a nominee withdrew their name and requests an amendment to remove the name Jeanette Kaulukukui for Hawai‘i Island.

**Trustee Souza** Moves to amend the approval of the Office of Hawaiian Affairs nominees for the Island Burial Councils for transmittal to the Office of the Governor as follows: Hawai‘i Island-Keoni Alvarez, Cyrus Seto, Christian-Duke, No‘eau Woo-O’Brien, Shantel Freeman, Maui/Lāna‘i – Rochelle Kapu, Paresa Noelani June, Caroline Hartman, Bennadette Duman, Moloka‘i- Kawaipuna Kalipi, O‘ahu- Makoa Caceres, Julian Ako, Charish Miller, William Haole, Kawaiohawaiki Anakalea, Kaua‘i/Ni‘ihau- Kalanikumai Ka Maka ‘o na ali‘i Hanohano

**Motion to amend**

1:06 pm - Trustee Souza moves to  amend the approval of the Office of Hawaiian Affairs nominees for the Island Burial Councils for transmittal to the Office of the Governor as follows: Hawai‘i Island-Keoni Alvarez, Cyrus Seto, Christian-Duke, No‘eau Woo-O’Brien, Shantel Freeman, Maui/Lāna‘i – Rochelle Kapu, Paresa Noelani June, Caroline Hartman, Bennadette Duman, Moloka‘i- Kawaipuna Kalipi, O‘ahu- Makoa Caceres, Julian Ako, Charish Miller, William Haole, Kawaiohawaiki Anakalea, Kaua‘i/Ni‘ihau- Kalanikumai Ka Maka ‘o na ali‘i Hanohano  Trustee Lindsey Seconds the motion.						
Vote: 1:06 pm	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA			X			
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI‘I AKINA			X			

<b>TRUSTEE LUANA ALAPA</b>			<b>X</b>			
<b>TRUSTEE BRICKWOOD GALUTERIA</b>			<b>X</b>			
<b>CHAIRPERSON HULU LINDSEY</b>		<b>X</b>	<b>X</b>			
<b>TRUSTEE J. KEONI SOUZA</b>	<b>X</b>		<b>X</b>			
<b>TRUSTEE JOHN WAIHE'E</b>			<b>X</b>			
<b>CHAIR KAIALI'I KAHELE</b>			<b>X</b>			
<b>TOTAL VOTE COUNT</b>			<b>9</b>			
<b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>						
<b>Motion passes with Nine (9) Yes votes, Zero (0) No votes</b>						

**Voting on the motion as amended.**

<p><b>1:04 pm - Trustee Galuteria moves to</b></p> <p><b>approval of the Office of Hawaiian Affairs nominees for the Island Burial Councils for transmittal to the Office of the Governor as follows: Hawai'i Island-Keoni Alvarez, Cyrus Seto, Christian-Duke, No'eau Woo-O'Brien, Shantel Freeman, Maui/Lāna'i – Rochelle Kapu, Paresa Noelani June, Caroline Hartman, Bennadette Duman, Moloka'i- Kawaipuna Kalipi, O'ahu- Makoa Caceres, Julian Ako, Charish Miller, William Haole, Kawaiohawaiki Anakalea, Kaua'i/Ni'ihau- Kalanikumai Ka Maka 'o na ali'i Hanohano</b></p> <p><b>Trustee Akaka Seconds the motion.</b></p>						
<b>Vote: 1:07 pm</b>	<b>1</b>	<b>2</b>	<b>'AE (YES)</b>	<b>'A'OLE (NO)</b>	<b>KANALUA (ABSTAIN)</b>	<b>EXCUSED</b>
<b>TRUSTEE DAN AHUNA</b>			<b>X</b>			
<b>TRUSTEE KALEI AKAKA</b>		<b>X</b>	<b>X</b>			
<b>TRUSTEE KELI'I AKINA</b>			<b>X</b>			
<b>TRUSTEE LUANA ALAPA</b>			<b>X</b>			
<b>TRUSTEE BRICKWOOD GALUTERIA</b>	<b>X</b>		<b>X</b>			
<b>CHAIRPERSON HULU LINDSEY</b>			<b>X</b>			
<b>TRUSTEE J. KEONI SOUZA</b>			<b>X</b>			
<b>TRUSTEE JOHN WAIHE'E</b>			<b>X</b>			
<b>CHAIR KAIALI'I KAHELE</b>			<b>X</b>			
<b>TOTAL VOTE COUNT</b>			<b>9</b>			
<b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>						

**Motion passes with Nine (9) Yes votes, Zero (0) No votes**

**B. Committee on Budget and Finance**

- 1. Action Item BF #25-02: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Keu the Brand for the 2025 2nd Annual Pai Ka Leo aka ‘Aha Mele Ho‘omau O‘ahu Event on January 25, 2025, in the amount of ~~\$15,000~~.\* amount to reflect the BF Committee is \$10,000.**

**Chair Kaiali‘i Kahele** Our next item is Committee on Budget and Finance action item #25-02. Do we have anyone signed up to speak on this action item?

**Board Secretary** There is no one signed up to speak on this item.

**Trustee Alapa Chair Kahele, your Committee on Budget and Finance, having met on January 8, 2025; and after full and free discussion, recommends approval of the following motions to the Board of Trustees:**

**I. Proposed Action**

Approve and authorize FY 2025 sponsorship funding for Keu, The Brand’s 2<sup>nd</sup> Annual Pai Ka Leo event on January 25, 2025 in the amount of \$10,000.

*Note: Decrease in recommended funding due to disallowed costs (entertainment).*

Organization Name	Event	Award Amount Recommendation
Keu, The Brand	2nd Annual Pai Ka Leo January 25, 2025 3:30 - 8:30pm Kapi‘olani Community College 4303 Diamond Head Road Honolulu, HI 96816	\$10,000
<b>Total Recommendations (1)</b>		<b>\$10,000</b>

**Trustee Waihe‘e Seconds the motion.**

**1:08 pm Trustee Alapa moves**

**L. Proposed Action**  
 Approve and authorize FY 2025 sponsorship funding for Keu, The Brand's 2<sup>nd</sup> Annual  
 Pai Ka Leo event on January 25, 2025 in the amount of \$10,000.  
*Note: Decrease in recommended funding due to disallowed costs (entertainment).*

Organization Name	Event	Award Amount Recommendation
Keu, The Brand	2nd Annual Pai Ka Leo January 25, 2025 3:30 - 8:30pm Kapʻolani Community College 4303 Diamond Head Road Honolulu, HI 96816	\$10,000
Total Recommendations (1)		\$10,000

**Trustee Waihe'e seconds the motion.**

Vote: 1:09 pm	1	2	'AE (YES)	'A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
<b>TRUSTEE DAN AHUNA</b>			X			
<b>TRUSTEE KALEI AKAKA</b>			X			
<b>TRUSTEE KELI'I AKINA</b>			X			
<b>TRUSTEE LUANA ALAPA</b>	X		X			
<b>TRUSTEE BRICKWOOD GALUTERIA</b>			X			
<b>CHAIRPERSON HULU LINDSEY</b>			X			
<b>TRUSTEE J. KEONI SOUZA</b>			X			
<b>TRUSTEE JOHN WAIHE'E</b>		X	X			
<b>CHAIR KAIALI'I KAHELE</b>			X			
<b>TOTAL VOTE COUNT</b>			9			
<b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>						
<b>Motion passes with Nine (9) Yes votes, Zero (0) No votes</b>						

**2. Action Item BF #25-03: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship for King Lunalilo Trust's 2025 'Aha 'Aina Hōuluulu Kālā no ka Lani Lunalilo Event on January 30, 2025, in the amount of \$15,000.\***

**Chair Kaiali'i Kahele** Our next item is Committee on Budget and Finance action item #25-03.  
 Do we have anyone signed up to speak on this action item?

**Board Secretary** There is no one signed up to speak on this item.

**Trustee Alapa reads the following motion**

**Action Item BF #25-03:** Approval of OHA funding for an Event Sponsorship for the 2025 King Lunalilo Trust's 2025 'Aha 'Aina Hō'ulu'ulu Kālā no ka Lani Lunalilo Event

**I. Proposed Action**

Approve and authorize FY 2025 sponsorship funding for King Lunalilo Trust's 2025 'Aha Hō'ulu'ulu Kālā no ka Lani Lunalilo event on February 22, 2025, in the amount of \$15,000.

Organization Name	Event	Award Amount Recommendation
King Lunalilo Trust dba Lunalilo Home	'Aha 'Aina Hō'ulu'ulu Kālā no ka Lani Lunalilo Event January 30th, 2025 5pm – 9pm Ho'okupu Center 1125 Ala Moana Blvd., Suite F Honolulu, HI	\$15,000
<b>Total Recommendations (1)</b>		<b>\$15,000</b>

**Trustee Waihe'e Seconds the motion.**

**1:10 pm Trustee Alapa moves**

**Action Item BF #25-03:** Approval of OHA funding for an Event Sponsorship for the 2025 King Lunalilo Trust's 2025 'Aha 'Aina Hō'ulu'ulu Kālā no ka Lani Lunalilo Event

**I. Proposed Action**

Approve and authorize FY 2025 sponsorship funding for King Lunalilo Trust's 2025 'Aha Hō'ulu'ulu Kālā no ka Lani Lunalilo event on February 22, 2025, in the amount of \$15,000.

Organization Name	Event	Award Amount Recommendation
King Lunalilo Trust dba Lunalilo Home	'Aha 'Aina Hō'ulu'ulu Kālā no ka Lani Lunalilo Event January 30th, 2025 5pm – 9pm Ho'okupu Center 1125 Ala Moana Blvd., Suite F Honolulu, HI	\$15,000
<b>Total Recommendations (1)</b>		<b>\$15,000</b>

**Trustee Waihe'e seconds the motion.**

Vote: 1:10 pm	1	2	'AE (YES)	'A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
<b>TRUSTEE DAN AHUNA</b>			<b>X</b>			
<b>TRUSTEE KALEI AKAKA</b>			<b>X</b>			
<b>TRUSTEE KELI'I AKINA</b>			<b>X</b>			
<b>TRUSTEE LUANA ALAPA</b>	<b>X</b>		<b>X</b>			
<b>TRUSTEE BRICKWOOD GALUTERIA</b>			<b>X</b>			
<b>CHAIRPERSON HULU LINDSEY</b>			<b>X</b>			
<b>TRUSTEE J. KEONI SOUZA</b>			<b>X</b>			
<b>TRUSTEE JOHN WAIHE'E</b>		<b>X</b>	<b>X</b>			

<b>CHAIR KAIALI'I KAHELE</b>			<b>X</b>			
<b>TOTAL VOTE COUNT</b>			<b>9</b>			
<b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>						
<b>Motion passes with Nine (9) Yes votes, Zero (0) No votes</b>						

*Recess is taken at 1:10 p.m.*

*Recess is reconvened at 1:15 p.m.*

**C. Action Item BOT #25-01: Revision to the Office of Hawaiian Affairs Board of Trustees Bylaws relating to the establishment of Board Vice-Chairpersons and Chair Emerita/Emeritus positions, succession of a Board officer and Committee Chairperson, approval of Committee agendas by the Committee Chairperson, requirements for meeting presentations and testifiers, and miscellaneous revisions for consistency and clarity\*, *First Reading.***

Testimony provided through zoom at 1:20 pm

**Germaine Meyer** Provides testimony on action item #25-01. She references the testimony time limit of three minutes. She is against changing the testimony time to three minutes and would like OHA to adopt and mirror DHHL's administrative law 10-2-11 and 10-2-12. She also requests that all trustees should be allowed to have full and free discussions.

**Chair Kaiali'i Kahele** The Trustees have the legal authority to adopt bylaws pursuant to Hawaii Revised Statutes 10-4, that power is vested by the Board of Trustees. I believe that that power is vested in the Board of Trustees to establish its own bylaws and to internally govern itself as it sees fit for a majority of the Board. Bylaws require two readings and super majority to pass, this is six votes.

**Everett Ohta, Interim General Counsel** I will briefly go through action item #25-01. There are three attachments: the first attachment is a clean version of a revised draft version of the Bylaws, adopted by this Board in October 2024. The second is the red line version comparing the revised version, and lastly, it is the clean version. There are several bylaws, revisions and in the action item, they're just summarized for the changes as well as the reference to the article and section that are being proposed to be amended.

The first one relating to

- The additional vice chair and revision to the responsibilities.
- Additional language relates to the succession of leadership of the board in the event of a vacancy in the BOT chairperson or vice chair.
- Additional revision to the officers to provide for the chairperson Emerita Emeritus designation by a majority vote of the board.
- Removal of a standing committee chairperson or vice chair of by the board chairperson with the approval of the board
- Revision proposed to explicitly provide for the committee chairperson to set the respective committee agenda.
- There's explicit succession language for a committee vice chair to take over in the absence of a committee chairperson.
- The new section refers to the referral of matters to a committee by a majority vote.
- The final two revisions are related to presentation time allowed, either a presentation that is agendized for a

meeting and testimony of three minutes.

There are also several changes to the Bylaws to conform the requirement for testimony to ensure compliance with sunshine law. There are added responsibilities to the Chief of Staff (COS) and Board Secretary positions. Clarifying language to update the ethics training reference to be consistent with requirements under the state ethics code.

**Chair Kaiali'i Kahele** The Bylaws are important because it lays the framework for how we govern as a board, how we govern this organization. Our bylaws were not in compliance with the state's current sunshine law. Everett brought this to my attention, and this was an opportunity to clean things up and make things reflective of what current law requires.

**Trustee Ahuna** This in reference to the COS. It says here that the COS shall manage all operations and staff of the board chairperson's O'ahu and Island offices. Plain language interpretation of this proposed bylaw is that the chief of staff only manages the operations and staff of the Board of Trustees. This proposed bylaw may give the chief of staff the power to manage more than merely the chair's operations and staff, but the Office of Hawaiian Affairs broadly. It also states that the chief of staff is responsible for coordinating daily trustee aide and secretary staff functions, operations, and activities while our bylaws do not define coordination. This is problematic as the use of coordinating in this context easily could extend to management as the process of organizing people innately is managing them as management. This bylaw could be construed as de facto granting the COS the power to daily manage Trustee Aides and Secretary staff. I disagree with the proposed bylaw. Our staff is hired and managed by us, Trustees, and not anyone else.

**Trustee Akina** I appreciate the attention to bring us to conformity with the sunshine law. I would like to comment on the statement made by Trustee Ahuna. The language for the COS, specifically the following *responsible for coordinating daily trustee aide and secretary staff functions, operations, and activities*. This language suggest that the COS has authority over the Trustee Aides and Secretary. There would be two difficulties with that; one, the Trustee Aides, Secretaries help Trustees to be independent. Trustees are elected independently; they take an oath independently. We have a fiduciary responsibility to maintain our independence which includes confidentiality. To have our office and the staff who handle our confidential matters be accountable to the COS and thereby to the chair may compromise that independence needed for fiduciary oversight.

The second concern is it might put our trustee aides and secretaries in a position of conflict of interest in choosing what party to be loyal to or which directive to carry out. We need to keep our staff out of a position of having to choose. My recommendation is that the words beginning on page 39 with additionally the chief of staff is responsible for coordinating, that sentence be removed. I would add this, I have heard positive feedback about the weekly meeting that is being convened for the Trustee Aides and Secretaries. This is an excellent use of voluntary kōkua between the Chair's office and the Trustee suite. I think that can easily continue.

**Trustee Akaka** Specifically to the COS, *coordinating daily trustee aide and secretary staff functions operations and activities and act as a liaison between Trustee staff, the Administrator and Administration. The COS shall report directly to the Chairperson of the board.*

The thought is each individual trustee should be able to coordinate their daily staff functions, operations, and activities of their own trustee aide and or secretary, not the chair's chief of staff. The Board of Secretary; it reads the board chairperson shall appoint a board secretary who will serve as a personal assistant to the chairperson of the board. The board secretary is required to perform highly specialized and complex clerical and administrative tasks to support the efficient functioning of the chairperson's office and the Board of Trustee Operations. The Board of Secretary is expected to synthesize and communicate ideas, memos, and official correspondence concisely, coherently, and comprehensively. The argument being that the Board of Secretary serves all trustees, not just the Chairperson.



One more thing regarding the sunshine law. The sunshine law is constantly evolving and changing, would it be that whenever it does change and it applies to us, then we will come together to approve the Bylaws?

**Chair Kaiali'i Kahele** I think as a common practice the Bylaws should be looked over every year.

**Everett Ohta, Interim General Counsel** Relating to the Board of Trustee's staff descriptions but currently under our bylaws, there is language providing for the chief of staff to be responsible for coordinating board staff functions and activities. There is language relating to this coordination. Relating to the chair, the board secretary position, it is under the current bylaws referred to as the Board of Trustee's private secretary that falls under the chairperson of the board's office. Again, we're looking at this language reflective of the current position description for the board secretary position. If that is creating issues or concerns among the members, then we can always look to revise that or clarify that.

**Trustee Akina** Everett, regarding existing language in our current bylaws referencing the relationship between the COS and individual trustees, aides and secretaries. What page is that on?

**Everett Ohta, Interim General Counsel** Under the current bylaws, again, the ones passed as of October 31<sup>st</sup> this is page 34 of the existing bylaws under article 14.

**Trustee Akina** I think you are referencing the first sentence.

**Everett Ohta, Interim General Counsel** Yes, that is the language I was referring to as having a basis existing bylaws but of course, the first part I think relates more toward the management of the chair's office and the office the staff under the chair's office. I think it kind of falls within what maybe the chair conceives of that role. It does specifically mention, again, trustee aides and secretary staff are generally the board staff. Again, there's somewhat of a basis there within the current bylaws.

**Trustee Akina** with reference to that basis, the language that is in existence now, it is broader than the language being proposed. It states the COS who will be responsible for coordinating the board staff functions and activities. I see the parallel. If we go to the proposal, it's a far more specific statement. The COS is responsible for coordinating daily trustee aide and secretary staff functions, operations, and activities.

That's a significant addition. I think that we're all in favor, I'm very appreciative of the weekly staff meeting but the specification in the proposal is daily trustee aide and secretary staff functions, operations, and activities. That's highly specific. Referring to the use of time and the nature of activities and I would suggest that our practice here at OHA has been to allowed trustees to make that determination. I think it should not be included in the changes.

**Chair Kaiali'i Kahele** Open to good suggestions.

**Trustee Ahuna** I want to make a comment. Everett, we're talking about the COS. What I'm hearing from you, you're talking about board secretary. I just wanted to be clear.

**Trustee Lindsey** I know you've been in the Senate for the state. Did anybody share their staff with each other? Did you allow your staff, let's say, go to Kouichi's office?

**Chair Kaiali'i Kahele** No.

**Trustee Lindsey** That's the way we see our staff here. We are entitled to the two positions by our bylaws, and we demand the loyalty of our staff. We choose them and we trust them. My position is that I want my staff to only report to me that way I feel there's confidential information I can trust them with. I do see a problem in our board suite and my suggestion is to have ground rules. I hear constantly so-and-so no come work, how come?

We need some ground rules so that the staff will all adhere to the ground rules. They need to report to their respective trustees because each trustee has their own team and we have different initiatives. I don't want to share my staff. I don't want anybody telling them what to do.

**Chair Kaiali'i Kahele** That's good feedback and just and just give you my thoughts, if you look at the bylaws previously stated for The Board of Trustees staff it wasn't very clear on the various positions. I view the board of trustees COS as an extension of the chair's office. It's a critical position that unfortunately, for whatever reason went unfilled for quite some time. It's a critical part of that board suite. It's in my mind, it is the quarterback not just for myself, but to work with the other eight trustee offices. Each trustee aide or secretary, the two that we are appropriated, they serve at your pleasure. Their loyalty is to each individual trustee, and they function based on your directives. I also want to ensure that the COS works with the other eight offices to effectively bring to fruition what you want. I don't want a COS that is not engaging with the other eight offices. Now, if you have a trustee or an office that does not want to engage. That's your purview, that's up to you and your decision. I would encourage it not to be your decision because we want to move together as a team. But I view that chief of staff is not as an extension of the chair's office. I'm fortunate to sit in this position now, obviously Chair Emerita Lindsey sat in this position for a long time, and I hope everyone that aspires to sit in this seat can one day. And you will be able to select your COS. I'm open to any language changes we want. That may be overstepping what may be the bounds of a COS as it relates to the trustee, trustee aide, secretary relationship. But I think it's important for that COS know that they're not solely working for the chair. They're also working for the other eight trustees. They're helping you in your individual goals and objectives, whether it's Maui or Kaua'i or whatever, to bring that to fruition. That's my vision for a COS. I hope to have one on in the next 30 days, I desperately need one because I cannot do it alone. That's my thought process on scoping the language for this position, which I think is a critical position. We're neighbor island trustees, I am not in this office every single day, but the COS will be. They are working for all of you. That's my direction to the chief of staff. Whoever hires this position. You should look at that COS as an extension of your office and not the COS micromanaging your office. Because that will not be the direction from the chair's office. I hope that clarifies what I'm thinking.

**Trustee Akaka** I would like to ask for clarification for the COS position. Specifically, with... it's saying that the COS shall act as a liaison between the trustee staff and the administrator and administration. Can I have clarification on that? Because I'm wanting to know if it's where we have to go through the chief of staff to get to the administrator or to the administration? Currently, I find this very unproductive, we as trustees or anyone in the BOT suite is asked to go through the administrator to get to the administration. When it comes to anything that we have to do, and oftentimes it requires swift action or answer. We're having to go through Stacy and I don't feel that is very productive. I don't think that is something that should be required or even asked of us.

**Everett Ohta, Interim General Counsel** Trustees, you can see the revision made to the existing language versus what is proposed. The administration is really the only major addition to this part of the COS section. Currently, the BOT staff interaction policy guides the general interactions between members and the administration. That policy has been in place for a number of years through multiple OHA CEOs, administrators.

**Trustee Akaka** Might I add that no one at this board voted on to have that to be in compliance, thank you.

**Everett Ohta, Interim General Counsel** I think that is reflective of the overall structure of OHA as well, where the CEO is responsible for the overall staffing of the agency. It is also reflective of just the general need to ensure that you know the directives and requests are being routed through the administrative organizational structure. Not to downplay the significance of the issues that the trustees are working on or information that they're seeking, But I think it's also based on this historical operation of administration, how things just get routed down through the organizational structure. It's to ensure that things are properly attended to and prioritized.

*Inaudible*

**Chair Kaiali'i Kahele** I was referring to the communications memo that has been in existence for quite some time. I do think that that communications memos should be updated and come from this board to direct the administration and the CEO on how trustees communicate with staff and when they communicate and the nature of that communication. Depending on the urgency of it, it also depends on the roles each trustee plays in terms of the duties and responsibilities of the committees that they're chairing or vice chairing. The staff and admin within that purview of that committee. I think that that memo needs to be updated.

**Trustee Akaka** So, do we have to go through the COS to speak to administrator or the administration?

**Everett Ohta, Interim General Counsel** No, not to the administrator. I believe the COS is coordinating communications between BOT staff and the administrator. I think you all continue to have, even under this revision, a direct line to the administrator CEO.

**Trustee Waihe'e** I'm interpreting the changes the same way everybody else is. It seems so absurd that you would have the COS be responsible for coordinating the trustee aides' daily activities and operations. I must not understand it correctly. Was it the idea that the COS would in fact do that? If so, how would that work if the trustee who they work for tells them to do something different? I'm assuming I'm not understanding it correctly. What was the intention of that policy and how would you see that working? Also, there is a big difference between the trustee staff and the administrator. The COS is like the highest person under the board so, of course, that would be the person to be the liaison. When you put trustee staff, it sounds like we have to now go through the COS. When I read it, that is what it sounds like. Maybe I'm wrong and if I am, if you could explain how this is supposed to work. Are we interpreting it correctly?

**Chair Kaiali'i Kahele** The question would be, as trustees, do you want your trustee aide to go directly to the administration or the COS? Do you reserve that, as your kuleana, to go directly to the administration or COS if you want information. The point of the COS is to serve as a conduit between that.

**Trustee Waihe'e** I would want my staff to go and contact administration staff. I would not want them to contact Stacy directly, but they could call her secretary and tell them I would like a meeting.

**Trustee Ahuna** I just wanted to kind of explain what's happening but I also want to offer some solutions. I think what he's referring to, is Article 16, the BOT staff, the board chair shall appoint a COS who will be responsible for coordinating board staff functions and activities and shall act as a liaison between the board staff and the administrator. Each board member shall be entitled to a maximum of two full-time positions to carry out the duties of their office, and each trustee shall choose their staff positions from the following job class. What I'm trying to say is we need a solution to all of this. And the reason why I say this is because I don't want to talk about this morning, but I love what happened with our CEO report. I love that but I just wouldn't want her to come out here every week and say an update. The reason why is because we're opening her up for more questions and we want to help her. The reason why I say this is because I wouldn't want that to happen to my personal staff too. When they have all this responsibility, they can get attacked. What I'm proposing is that we amend Article XIV.C to explicitly say that trustee aides are to be exclusively managed by their respective trustees.

**Chair Kaiali'i Kahele** It has always been assumed that I think a trust trustee aides or secretaries, work for the trustee. They serve at the pleasure of the trustee, and they take their direction from the trustees. If you want to make that explicit for trustee aides I don't think that's a problem.

**Trustee Ahuna** I'm not against like having volunteer meetings. I wish I knew what was going on before all of this.

**Chair Kaiali'i Kahele** I can read what the existing language says. The OS is responsible for coordinating staff

functions and activities and shall act as a liaison between the board staff and the administrator. That's what it says now. Do we want to take that out?

**Trustee Ahuna** Is it board secretary staff? What staff are you talking about?

**Chair Kaiali'i Kahele** Board staff, that's your staff. The amendment is trustee staff. That's existing language.

**Trustee Lindsey** The whole point of wanting this line in is that we have to consider the administrator too. She cannot answer every single telephone call from our staff, but she needs to be attentive to all nine trustees. I think it's helpful for the COS to assist our staff. There are some people in the administration that want the direct connect between our staff and them, especially the financials. That should be acceptable. There are initiatives that require the leaders of the different paia that need to respond to us, and we should go through Stacy.

**Chair Kaiali'i Kahele** Which is exactly why the proposed language provides trustees and COS the vehicle to do that as it currently reads. We can take it out, but I think it's a good thing.

**Trustee Lindsey** I think it's the managing of our staff that we cannot handle. I won't have anybody manage my staff.

**Chair Kaiali'i Kahele** I don't think anyone is suggesting that.

**Trustee Waihe'e** That's the question I'm trying to get to the bottom of. In the original language, the impression I get when I read it is that the COS is responsible for coordinating the staff functions and activities and the liaison between the board staff and the administrator. I read that more as they coordinate the activities between administration and Trustees. That they are coordinating those activities, and they are the liaison between the Board Chair and the Administrator like they're the main point of contact between them. The new one reads like they're like running the daily activities of all the trustees' aides and secretaries and that there is a point of contact between the individual trustees and the administration. I'm wondering, am I misreading it?

**Chair Kaiali'i Kahele** I think, all your points are well taken and I think that language, daily trustee aide and secretary staff Functions, can be modified or taken out. It's a good discussion that we're having and I'm completely fine with that. The rest of the language I think speaks for itself and it reflects what exists in current bylaws now. It just tightens it a little bit more to ensure that the chief of staff can act as an additional vehicle. If you need an answer, you should be able to get that answer but to Trustee Lindsey's point we can't have multiple inquiries overwhelming our staff and so we have additional vehicles for that, the chief of staff being one of them.

**Trustee Lindsey** To Trustee Akaka's point, that 2012 memo was never passed by the board. If it's going to be renewed it should be discussed here.

**Chair Kaiali'i Kahele** Absolutely, that was on my list of things to do and we should bring it to this board and establish a clear communications policy that meets the intent of what we need to do but also ensures that things that have happened to other boards in terms of severe micromanaging that led to not good things that we don't want that either. I'm sure Trustee Akina can say a few words on that and that's not our intent. Everett, do you have recommended language?

**Everett Ohta, Interim General Counsel** It sounded like maybe just the additional language relating to the daily staff functions and operations. Those seem to be the main areas of concern that these revisions are expanding the purview of the chief of staff. For instance, daily and then operations can be stricken to bring it back with the current bylaw language.

**Trustee Waihe'e** If you're adding this language that the Chief of staff shall manage all operations and staff while coordinating with the chairperson's activities with other trustees' offices then why do we need this additional coordinates the Chairs office and the trustee's offices. Why do we need this language at all? Doesn't the first part give them enough to coordinate things between the chairperson and the trustee offices?

**Trustee Ahuna** On Waihe'e's comments maybe we keep as is.

**Chair Kaiali'i Kahele** If we were to make an amendment to this would we do that now?

**Everett Ohta, Interim General Counsel** It sounds like you're not intending to have a board vote on any kind of bylaw amendments at this meeting. I can just take the feedback being received and then try to propose revised language here. My general approach would probably be pairing it back to what currently exists within the bylaws.

**Trustee Akaka** What I'm sensing is that board COS will be there to support our board suite in general but not where our trustee staff will be put in a position where they might be in conflict where the chief of staff is expecting or asking them to provide a certain daily, weekly, monthly, or whatever function. However, their personal trustee is asking for something at the same time. We do not want our staff to be in that position, but we do want it where the chief of staff is providing us that support to our individual teams throughout the suite.

**Chair Kaiali'i Kahele** I think what the language would read the chief of staff is responsible for coordinating Staff functions and activities and show act as a liaison between staff and administrator. Which is exactly what it says now. That removes your trustee staff from any coordination with the chief and it removes the administration from the chief of staff. So, they only work with the administrator. To Trustee Ahuna's earlier point, did we want to include explicit language in item C about trustee aides and or secretaries?

**Trustee Ahuna** I would like to. I would like the same proposed language. I don't think a Trustee Aide should be under the management of anybody but their own trustees.

**Chair Kaiali'i Kahele** Everett, if you can incorporate something to present to the board then we can review it at our next meeting.

**Trustee Galuteria** Everett, can you make sure that we remember the COS is an ally, they should always be advocate for what we are trying to do. That chief of staff should know what every trustee is serving for.

**Chair Kaiali'i Kahele** That is exactly why I didn't name a trustee chief of staff within 24-hours of becoming the chair. I wanted it to be an open process. I went through HR. We rolled out a very long job proposal and duties and responsibilities.

**Trustee Waihe'e** Everett, is this what the amendments were trying to say, and we were misinterpreting it?

**Everett Ohta, Interim General Counsel** Yes.

**Trustee Waihe'e** If that is the case, that is fine. If you could you make it that it's not a requirement for us to go through the chief of staff, but the chief of staff will be available to us if we want to do that.

**Trustee Akaka** If the intent of this wording is to tighten it up and to make things more sensible or productive I'm for that. What I am not for, however, is something my grandfather, having served in US Senate, he would talk about with me is something called red tape. Red tape, whether it's military or so forth is that veterans have to go through all these processes are in place. However, the final product or the need is never met in a timely fashion. Therefore, it makes it unproductive. If the intent is clearly stated where things are going to be made productive, I am for that. But if it makes it where there's additional hurdles or things are expected where people are in conflict and it makes it

more complicated, and if we can have it clearly stated with that intention so now and through time until it is updated. that can be done. The whole intention here is productivity, if we can be of support with one another I can support it.

**Chair Kaiali'i Kahele** I think we got good feedback. Let's give Everett a chance to amend that language.

**Trustee Lindsey** I just noticed in the definitions at the front, meeting by interactive conference technology was deleted and I just wondered why.

**Everett Ohta, Interim General Counsel** The reason why that was deleted was because it referred to a specific type of meeting by interactive conference technology and that was one that was happening in a nonpublic venue. There's a specific reference to this section that's not inclusive of the type of meetings that we currently hold via interactive conference technology. This one refers to 3.5 as opposed to 3.7, which is what how we normally hold our remote meetings like the one we're currently in. It was just removed because this specific reference to a meeting is already provided for under Sunshine Law.

**Trustee Lindsey** I noticed that you're suggesting a second vice chairperson to the chair. I was wondering what that was based on.

**Chair Kaiali'i Kahele** Great question. In looking at when the statute was written which was 1979 when it was adopted. That section had not been amended. The duties of the board as may be envisioned when the board was created have I think grown exponentially and the responsibilities of the trustees have grown exponentially. So, the opportunity to have specifically two vice chairpersons that have distinct responsibilities and duties to the board was something that I wanted to bring to the board for your consideration. The individual vice chair positions as it's currently proposed will have two unique duties that they're responsible for. The first vice chair or the vice chair position we'll work together with the standing committee chairpersons over the subject matter expertise at that standing committee has and develop any type of training or orientation programs for the trustees. As it relates to the trustee roles, responsibilities and ethical obligations. That additional kuleana for the vice chair would be to develop training programs, develop orientation programs through the course of the year for trustees. I know we've talked about having trustee retreats and orientations. We are restricted by state sunshine law, what we can or can't do. But the training and the orientation as far as those three different now standing committees still exists.

The other vice chair position would be responsible for something that is also important and that's making sure that our meeting minutes are posted on time and that they are adopted by the board per the statute that requires them to be posted at least in draft form within 40 days of the board meeting. The additional vice chair position would be in charge of that, working together with your standing committee chair, vice chair, working with the board of trustees' secretary to ensure that those meetings are published on time. If not, then all of that kuleana is going to be the responsibility of the current vice chair. Given the opportunity for two vice chairs to handle that, kuleana, I think is really important.

**Trustee Lindsey** The vice chair never had nothing to do. And maybe that was the Chairperson's problem but our chapter 10 says we are entitled to a chairperson and a vice chairperson. I'm just wondering if we can ask legal if we can change that by doing these bylaws that is not consistent with Chapter 10.

**Chair Kaiali'i Kahele** That's a great question. I believe chapter 10, 4 allows us the opportunity to govern internally how we want to govern. As an example, if you look at HRS 22. 1, how the legislature is comprised, all the statute says is a presiding officer or a vice presiding officer. It doesn't say president of the Senate. It doesn't say House Speaker, or Vice Speaker. It merely says presiding officer and vice presiding officer of each house of the legislature. The bodies then create their internal rules that create committees, create chair positions so that they can internally govern themselves. That's how we should be governed. This particular provision was adopted 40 years ago, and that doesn't accurately reflect the many roles and responsibilities that we play today.

**Trustee Ahuna** I'm concerned and wanted to make sure where exactly where we were not in compliance with the sunshine law in our bylaws. I want to make sure that we know where that's happening.

**Chair Kaiali'i Kahele** I think there's multiple places in the bylaws that are being updated to reflect the current state sunshine law. My understanding our bylaws are not in compliance with the current state sunshine law that possibly gets amended every single legislative session, which is the reason why having a good fresh update every year is probably a good idea.

**Everett Ohta, Interim General Counsel** The specific provisions I'm looking at are the requirements to provide advanced copies of testimonies 72 hours before a committee or board meeting. That type of advance written testimony is certainly not the time period, but really the sunshine law doesn't provide for a specific cutoff for written testimony. As provided, our agendas reflect the current Sunshine Law practice, which is to request that testimony be submitted by a certain cutoff to allow that testimony to be reviewed by the trustees prior to a meeting. But not necessarily cutting that off to provide those testimonies as much as you know as soon as possible to our board for review on a matter that's on an agendized uh on an agendized matter. Additionally, the cutting off of testimony and then again that requirements is to provide 13 copies all those things aren't really consistent. It's not something, again, that we practice, but we're going through this overall exercise to update our bylaws that those are addressed at this time.

**Trustee Ahuna** Thank you, Everett. I was just worried if it was something to do with the chief of staff or anything like that. We certainly want to fall within the guidelines. So, thank you, Everett.

**Trustee Waihee** Back to the two vice chair positions, the other thing that was a little tricky that I noticed not only does the law only allow and speak to having one vice chair it says that after we appoint the chair and vice chair that they'll be confirmed by the lieutenant governor's office. I thought, well, if they don't recognize more than one or what does that mean to be confirmed by the LG's office first of all, and then if they don't recognize more than one? Maybe we could have within the OHA organization, someone we call vice chair, but they're not going to be recognized by the State or the LG's office maybe one will and one won't. How would that work?

**Everett Ohta, Interim General Counsel** I think the language that you're referring to, is the 10-8 language as well. That states their election meaning the chairperson, vice chairperson of the board, their election shall be immediately certified by the board to the lieutenant Governor. It's really more of a notification process of what occurred as opposed to them having to then certify or ratify the action taken.

**Trustee Akaka** Perhaps Naiwi could provide some opine on what it was discussed in terms of the HRS and what that looks like and if that would fall in line with this?

**Naiwi Wurdeman, Board Counsel** So it was my understanding was my understanding from earlier comments from the chair that we're going to agendize executive session on this matter at the next meeting and I'll be happy to give my full comments and comments opinions on such a matter and other matters that I see being proposed in these bylaw amendments.

**Trustee Akaka** Is this opening the door to where we're looking at possibly where there's a co-chair of the board or co-chair of committees or co-vice chair of committees or co-vice chair of ad hoc or permitted interaction groups, is that the direction that we're looking to go?

**Chair Kaiali'i Kahele** It's my opinion, that this board should govern itself the way it intends itself to be governed. If that's something that a supermajority of the board would like to do, sure. Do we feel like we need to ask the legislature how we need to be governed? I don't think so but I think we should decide how we want to internally

govern this board so we can do the best jobs that we can.

**Trustee Akaka** My understanding is when the chair is for a temporary time or whatever is unable to perform their duties and that kuleana is then for that time being handed over to the vice chair to do. How would that work with the co-vice chair or beyond that.

**Chair Kaiali'i Kahele** As it's written, whoever is the chairperson would designate who that vice chairperson would be to replace them or to assume those duties in the event the chair is incapacitated or unable to perform those duties and that designation would reside with the board council. In the event that that is triggered then the board council will name who the name interim chairperson is.

**Trustee Akaka** What was mentioned earlier and what is written here is regarding the developing of training orientation programs for trustees and so forth and I do see that mirrored in what is removed in I believe it's under the ILM committee. It looks similar where it says that in consultation with the chairperson of the committee on Budget and Finance or the Committee on Beneficiary Advocacy and Empowerment with responsibilities over their subject matter and in coordination with other resources and so forth. Example board council administrator corporate council ethics commission developed training and orientation programs for trustees including materials relating to trustees' roles in fiduciary responsibilities and ethical obligations, so, is that kind of being?

**Chair Kaiali'i Kahele** Yeah, and I think to an earlier point there really was nothing that described the role of the vice chair. If you look at the current bylaws, I think it's one sentence and I think the vice chair takes on a lot more kuleana than our current bylaws actually states and implies. And this gives it's explicit. It tightens things up and it empowers the vice chairs to be able to and designates these responsibilities with them. To be able to do training, to be able to do orientation programs, to ensure that our various now three standing committees and the board's meetings minutes are being published on time. It is adding an additional quarterback to these two Very important duties and responsibilities whereas prior, that didn't exist under the wheelhouse of the vice chair. There was nothing.

**Trustee Akina** I know we're going to discuss this further in executive session. I just wanted to raise a question that we may address there. Is it correct, my understanding we as a board vote for vice chair.

**Chair Kaiali'i Kahele** Yes.

**Trustee Akina** I'm wondering if it's consistent with that the chair would select his successor. Should we not perhaps vote for that if you determine the successor? Keeping in mind the fact that originally, we vote for vice chair. Does that make sense?

**Chair Kaiali'i Kahele** It makes sense.

**Trustee Akaka** Based on what Trustee Akina is saying, is it where then we'd be looking at a process when we're voting on who the chairperson and vice chairperson is of the board by the different positions, are we redoing that process? Where we have to again vote specifically for the vice chair and co-chairs?

**Trustee Akina** What I'm referring to is that should we have two vice chairs? I'm suggesting that perhaps it's the board that should determine which vice chair is the immediate successor to the chair in the event of that absence.

**Chair Kaiali'i Kahele** One suggestion is, as the language is currently written, the chairperson is designating or offering a suggested replacement for him or her and that'd be put to a board vote. Which is what you're suggesting.

**Trustee Akina** That could be a process ratification. I'm aware that this question may require further thought so I just thought throwing it out there, agenda item for our executive session.



**Kēhau Pu‘u, COO** I do have a comment, but it wasn't specifically on this topic. If it's okay to just make a couple comments regarding the dialogue about the chief of staff. A couple of things I wanted to share what we see as value or advantages for having chief of staff on the coordination side. Being a coordinator for board-wide this would be operations and functions so specifically with budget development, right? And how that's going to have to go to our CFO and fiscal side and being able to coordinate things like training. We have required trainings on our side of the hale and it would be good to have someone to coordinate and communicate those kinds of things. Hopefully, we have some common decisions. Performance management and certain tasks or priorities that where we could be in lockstep with the board side and be able to speak to one person versus nine people. I'm just saying those are some of the advantages we see in terms of chief of staff.

I just wanted to comment on the communication piece. I think it would be advantageous to update the memo regarding communication because I think there are advantages and disadvantages to the current process. It's about coordination, being in the know. It would be difficult having requests come from nine different directions directly to our administrative staff. I will say, they give you folks reverence. So, depending on what it is. They may try to act right away and not to say that that's a bad thing but in light of the you know what else we have going on right it would be good to be able to prioritize and communication be clear. Right now, we're under-resourced and that's a huge issue. Again, I think it's transparency, being in the know, but I think that if we did have an updated memo, at least we could better define the parameters for communication.

The last two things I am going to share, and I don't mean to come off as ho'oiio but Stacy is the only employee of the board. On the administrative side, we all fall under Stacey. I just want to raise that as you folks have raised some of your concerns about your own staff and where those lines fall. I just wanted to bring that up. Last thing I think is like as an organization we really need to work on building a culture of collaboration and communication. I think org culture is important. If we want to get past all of this we got a lot of work to do. With the performance management, our HR handbook has stuff like kākou but what does that really look like in practice and how are we being models of that? I think there's opportunities and we should be very intentional about trying to build the org culture that we need to build in order to accomplish what we want. Mahalo for letting me speak.

**Chair Kaiali'i Kahele** I think just for clarity's sake we're not going to take any board action today on this. It's a good discussion we're having. Everyone's getting deep down into the red line track changes, and that's a good thing. Everett is taking our feedback back and he'll bring something back to us and we'll get a chance to review it and discuss it at our February 6th meeting.

**Trustee Lindsey** Under Committee on Investment and Land Management I see that item J was crossed out and I wanted to know why.

**Everett Ohta, Interim General Counsel** That is actually the language that was moved to the responsibility under the vice chair's position or one of the responsibilities of the board vice chair. That language is taken pretty much wholesale and will do responsibility under the vice chair. If maybe the majority of the trustees will recall, that was something that was reassigned under the splitting of the Resource Management (RM) committee. When the RM committee was split, that specific responsibility was initially intended to go to the board chairperson's office and become one of the responsibilities of the board chair but because it wasn't properly agendized I think at your suggestion that was moved to the ILM committee so it could still be addressed as part of the RM committee split.

**Trustee Lindsey** Well, I think we can discuss it further in the executive session, but I think we should consider whether the chairperson of the Committee on Investment and Land Management might want to be included in that. What if he wants to have a side discussion? It's not provided here if we scratch that out.

**Everett Ohta, Interim General Counsel** If I could maybe just address that or just to maybe clarify, I think the intention was just to move the responsibilities of training and orientation programs to this vice chair position.

Any of that training would just be done in consultation with the standing committee chair with responsibility over the subject matter of that training.

**Trustee Lindsey Everett**, I think you're looking at the wrong stuff. The one I'm looking at is I, oversee the performance of OHA's rights and obligations with respect to real estate not owned by OHA in its own name and then the rest is scratched out. Now, he's the land chair and he should have the opportunity to speak but with the consultation of his co-chairpersons. I'm looking at the draft, you know, page 21. Mauna'ala is an outside land. All that comes under the land committee and it's coordinated with the developing of policies relating to the real estate assets.

**Everett Ohta, Interim General Counsel** Are you referring to Under the ILM committee subject J? The crossed-out language actually has moved. Again, it's in consultation with the chairperson of the committee on Budget and Finance or the committee on beneficiary advocacy and empowerment with responsibility over the subject matter and in coordination with other resources. Develop training and orientation programs for trustees, including materials relating to trustee roles, fiduciary responsibilities, and ethical obligations as provided by HRS Chapter 84 as amended. So that, I apologize. That wasn't taken wholesale from this section and moved to the vice chair's responsibilities but what was changed what the reference is to those two other committees and instead it was replaced with reference to the standing committees. Which would include now the ILM committee. So, all that to say is to say is the responsibility for training and orientation programs was moved from the ILM committee to the vice chair position. Those references to those standing committees was removed because now we have to broaden it to include responsibilities of any of the three standing committees.

**Trustee Lindsey** So it's not linked to real estate.

**Chair Kaiali'i Kahele** Because that's a big duty and responsibility for the ILM chair and in this actual example the vice chair is the ILM chair. So that's even additional responsibility. The roles and responsibilities for training and orientation programs would be with the other vice chair in the event that the ILM chair was also the vice chair.

**Trustee Lindsey** I guess it was related to real estate.

**Everett Ohta, Interim General Counsel** The inclusion of that specific responsibility within the ILM committee was really a result of that needing to be placed, that responsibility that used to sit with the RM committee having to be placed somewhere. It was placed with the ILM committee when we did the RM committee split but it wasn't necessarily specific to land or investment responsibilities.

**Trustee Waihe'e** It's like general orientation and training for trustees, which the RM committee never did, the practice was always either the board or the administration would take all those kind of orientations for the new trustees. It's not really an investment function anyway.

**Trustee Akaka** I see also on page 39 that the chairperson of the board showed also be entitled to one additional staff position known as the BOT Private Secretary and then I See that that's been removed?

**Everett Ohta, Interim General Counsel** That was the terminology under the bylaws, but that position is the board secretary position. It was called the BOT private secretary, I mean, that is what we've always referred to as the board secretary position.

**Chair Kaiali'i Kahele** If you look at the current bylaws for board of trustees staff, nothing is defined. This clearly defines the staff positions under the board suite, the chief, the board secretary, the aide, and the trustee secretary in clearly defined positions and in the roles and responsibilities they have. Unless any other trustees have comments, I just wanted to ensure that Jermaine's comment about the three minute testimony was spoken to and mentioned and

discussed and potentially amended. You guys have been here a lot longer than I have, and I'm open to whatever thoughts that we have in regard to that. The idea is to run efficient meetings, but also in the spirit of giving those that come to testify enough time to testify. As we saw yesterday, some went beyond their five minutes, some went under their five minutes and so I'm open to keeping it the way it is, if that's what you guys think we should do. We can make it 10 minutes if you want. The opportunity to find that right balance between providing a testifier enough opportunity to share what they have, especially those that have flown in from the neighbor islands or come here, you know, we sincerely appreciate their participation, giving them that opportunity to share their mana'o but also give others the opportunity to share their mana'o as well as the discussions we need to have, is a fine line and a fine balance.

**Trustee Akaka** I think part of the gauge too and part of the push and pull on it is because you want to be compassionate to those that came in person or virtually and so forth. Another thing to consider too is when we go to the neighbor islands, that's the one time of year that specific community is able to testify in person if they don't come here to O'ahu to um talk with us. Some might feel that they do need more time but the other factor too in in our Hawaiian culture is that mindfulness of respecting our kupuna and so forth. Some kupuna might feel that they lived on this earth and contributed to our society and our people long enough that they should deserve more time. It is a bit of a push and pull and it tugs on all of us. That is something that each individual person who's chairing that meeting is faced with. I'd be interested to hear what our community has on that and how that falls in line with our mission and our strategic plan. In the spirit of our culture in respect to our kupuna and keiki from keiki to kupuna.

**Chair Kaiali'i Kahele** As an open question to the board, should it be longer than five minutes? Should it be less than five minutes.

**Trustee Akaka** I think too, what calls into question too is the level of sustainability and productivity of a meeting. Sometimes when meetings go long, sometimes you lose people of the audience or the members and so forth. That's something that is always considered. When I had asked to one's recollection, how long has the meeting gone, let's say a meeting here or neighbor island meeting and the answer was 1 a.m. I remember when I was at the legislature, when it came to HB 444, that was a very sensitive subject matter and the members of that committee went into the night, until the next morning. There are many that lined up and they were very passionate and they wanted to give them that respective time. As we've experienced some people have a lot of great input that they want to share. And others tend to veer off of the subject matter and it's things that are repeated that might not necessarily be helpful to the conversation. That is something to consider in terms of length of time.

**Chair Kaiali'i Kahele** I think it's, at the chair's discretion. I think Chair Souza ran a pretty tight meeting yesterday. He held everybody to the same standard, which is great. It still ran long and we're going to have many more passionate agenda items in the future. I think the chair will always has that opportunity to extend time.

**Trustee Alapa** May I make a suggestion. When they get to the five-minute mark and then he tells them to wrap it up, what I would do in interviews, we give a heads up. You have 30 seconds before your five minutes is up. Therefore, it gives them that time to collect their thoughts and wrap it up. There is a way in which we can do that, a little ding or something that that's your call for 30 seconds and to wrap it up. I think that would help be helpful. That way we're not having to constantly justify the five minutes every time they go past it.

**Trustee Akaka** Another suggestion that I was thinking of and in my experience of chairing the beneficiary advocacy and empowerment committee that was part of the solution seeking, how do we mitigate things beforehand or before the meeting even fully starts? One of the things that I worked on with my team and with administration is finding the wording regarding decorum so that I as a chair stated the rules of decorum. So, I would say I want this for my committee, but can you please share it with the other committee chairs and the board chair so that they have the opportunity to provide this language at the very head start of their meeting so that there's no question that those that are in attendance, that they are made aware of that time frame. I think that it would probably be best if we have a

system where it is very clear in person and online and it's not blocking anyone that is shown visually on the screen. That it has that timer up, but also a sound to indicate, okay, you have a minute left.

**Chair Kaiali'i Kahele** It sounds like it's a consensus that five minutes has been working and should be kept the same. Referencing the 15 minutes verbal presentations, our current bylaws say five minutes and that doesn't make sense. Is 15 minutes for a community presentation, is that adequate?

**Trustee Akaka** In my experience and usually what happens when we go to the neighbor islands and we have community meetings there. It is indicated for them to be allotted 15 minutes and oftentimes they go over that so, it falls on the person chairing that meeting to just kindly remind them. All these other presenters and those that want to be able to testify and so forth. Even with our O'ahu Island community meetings, that was something that we shared with the presenters ahead of time in part of the planning process.

**Chair Kaiali'i Kahele** What I think what also ends up happening is a presenter would present for 15 minutes and then there's questions from trustees. Before you know it, we've gone 30-35 minutes and they've ended up answering a lot of questions in their presentation. I think 15 minutes is a good.

**Trustee Alapa** We need to have the consistency in the timeline and again, to add that 30 seconds to wrap it up. So this is a good way to clean up the way in which we allow our testifiers, presenters, the opportunities to keep within the time. And it's always going to be out of respect for others.

**Chair Kaiali'i Kahele** Are you suggesting that it should be up to 15 minutes. So, it would then read any verbal presentations on an agenda item before the Board of Sending Committee shall be limited to up to 15 minutes unless such a ??? is waived.

**Everett Ohta, Interim General Counsel** We can add that language otherwise it's limited to 15 minutes. It still provides an upper limit.

**Trustee Akaka** Does that include Q&A time too?

**Chair Kaiali'i Kahele** Again, I think that's at the discretion of the chair, right? You have questions that are being asked and at some point the chair has to move on to the next agenda item. Total time on a particular presentation, 30 minutes is reasonable, right? 15 minutes for the presentation, 15 minutes for questions. We've got a pretty good idea of what that presenter wanted to convey to the board.

**Trustee Souza** I would also like to weigh in as far as maybe another option too, I know certain things are imminent and we need to get done and there's a timeline but I when we're going back and forth, individual committees making their agenda and going back and forth with administration. We can be more mindful of what we put on the agenda. I think that may make the difference. The items that we had on our committee meeting needed to get done and needed to get passed. We can anticipate, if there's opposition, there's people coming in support and I think we had no idea this last meeting on, how many people was actually coming. We received a few written testimonies and so, it's kind of hard to gauge, but I think if there's four action items we can kind of anticipate. There's going to be comments and public testimony. That is just my suggestion, mahalo.

**Chair Kaiali'i Kahele** I think to your point, the standing committee chairs should be working together with admin and this is another opportunity for the chief of staff to serve as your conduit to the admin to make sure that that is being quarterbacked, right?

**Trustee Waihe'e** I'm just curious, what are we categorizing as presentations because if administration is presenting

the budget or the money managers are presenting those figures or the ledger representing the ledger the first ledger position matrix, a lot of times those take more than 15 minutes to present. Are those considered presentations or those separate from like community presentations?

**Everett Ohta, Interim General Counsel** I don't think it distinguishes, I think it just refers to those broadly as verbal presentations on an agenda item. I think those are distinguished from testifiers who appear to speak on a particular agenda item but aren't otherwise maybe the presenter on that item. That said, there is the provision for a waiver. I think it's just here to provide a guideline for how long those verbal presentations generally take. Under the current bylaws it is five minutes.

**Chair Kaiali'i Kahele** It's a good starting point for community verbal presentations, the 15 minutes. Good discussion. I know we have been going for hours now, and I actually think that we've got a lot of good feedback on maybe some of the thornier items in the bylaws. My recommendation is that we allow Everett to do his work and we can present a revised bylaws for your consideration at the February 6th meeting.

**Trustee Ahuna** I just have one more question. I do not know if what we are trying to accomplish today is in align with what we're trying to accomplish today is in a line with the executive policy manual. The reason why I'm saying that is reason in the policy manual it states in 3.10.e that employees whose duties shall require supervision and direction by the BOT is not under the CEO. This is because 3.10. E states that the CEO shall have a general supervision and direction of all employees of OHA and shall be responsible for the proper performance of their respective duties with the exception of employees whose duty shall require supervision and direction by the BOT. This should be included in our bylaws for consistency purposes, but also ensure that employees have accurate information.

**Chair Kaiali'i Kahele** Yeah, we'll take a look at that when we do the revision we'll make sure that the executive policy manual aligns in our bylaws as it relates to trustee aides and secretaries.

**Trustee Akaka** Off of what Trustee Ahuna is saying and how our bylaws match with the current laws or how we were even created like if you even look at 10-10 regarding the administrator it does not say the CEO, what we have in the bylaws doesn't reflect what the law says.

**Chair Kaiali'i Kahele** We'll agendaize an executive session on February 6<sup>th</sup> when we do the second look at the revised draft. We will table this agenda item. We are now moving on to Action Item BOT 25-02 and the Chair will be differing this item for today and possibly re-agendaizing it on the February 6th meeting. We're now moving to community concerns and celebrations. Do we have anyone signed up to speak under community concerns and celebrations?

Yes, we have one person signed up. We have Jermaine Myers.

**Chair Kahele defers item V.D.**

### **Community Concerns and Celebrations**

**There was one person signed up to speak.**

*Testimony starts at 3:21 pm*

**Jermaine Meyers** summarized request that she be able to present at a future Committee on Beneficiary Advocacy and Empowerment meeting and gives her mana'o on OHA bylaws.

To watch full testimony please visit the following Youtube link.

**Chair Kaiali'i Kahele** Thank you germaine. We can not make a commitment on your request because it is not on our agenda but we would happy to have our BAE staff connect with you.

### **Announcements**

**Chair Kaiali'i Kahele** announces that our next Board of Trustees meeting will be on February 6, 2025.

### **Adjournment**

**Trustee Lindsey Moves to adjourn.**

**Trustee Souza Seconds the motion.**

Adjournment							
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEI	AKAKA			X			
KELI'I	AKINA			X			
LUANA	ALAPA			X			
BRICKWOOD	GALUTERIA						Left meeting at 2:57pm
CARMEN HULU	LINDSEY	X		X			
J. KEONI	SOUZA		X	X			
JOHN	WAIHE'E			X			
CHAIR KAIALI'I	KAHELE			X			
TOTAL VOTE COUNT				9			

**Chair Kaiali'i Kahele** Adjourns the Board of Trustees meeting at 3:28 p.m.

Respectfully submitted,

\_\_\_\_\_  
Lehua Itokazu  
Board Secretary

As approved by the Board of Trustees on XXXXXXXXXX

\_\_\_\_\_  
Kaiali'i Kahele  
Chairperson, Board of Trustees

Kaiali'i Kahele - Chairperson  
Keoni Souza - Vice Chairperson  
Dan Ahuna - Trustee, Kaua'i & Ni'ihau  
Kaleihikina Akaka - Trustee, O'ahu  
Keli'i Akina, Ph.D. - Trustee, At-Large  
Luana Alapa - Trustee, Moloka'i & Lāna'i  
Brickwood Galuteria - Trustee, At-Large  
Carmen "Hulu" Lindsey - Trustee, Maui  
John D. Waihee IV - Trustee, At-Large



Phone: (808) 594-1888  
Fax: (808)-1868

**OFFICE OF HAWAIIAN AFFAIRS  
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200  
Honolulu, HI 96817

**MEETING OF THE BOARD OF TRUSTEES**

**DATE: Thursday, February 20, 2025**

**TIME: 1:00 P.M.**

**PLACE: Remote Meeting via Interactive Conference Technology**

**Viewable at [www.oha.org/livestream](http://www.oha.org/livestream) Or**

**Listen by phone: (213) 338-8477, Webinar ID: 894 7655 3812**

This virtual meeting can be viewed and observed via livestream on OHA's website at [www.oha.org/livestream](http://www.oha.org/livestream) or listen by phone using the call-in information above. A physical meeting location, open to members of the public who would like to provide oral testimony or view the virtual meeting, will be available at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817.

**AGENDA**

- I. Call to Order**
- II. Status of OHA Activities: Ka Pouhana/CEO and Administration's Update on OHA's activities.**
- III. Approval of Minutes**
  - A. August 15, 2024\***
  - B. January 23, 2025\***
- IV. New Business**
  - A. Committee on Beneficiary Advocacy and Empowerment – February 19, 2025**
    1. 2025 OHA State Legislative Package - Matrix 1\*
    2. 2025 Legislature: OHA Position on Bills Naming OHA - Matrix 2\*
    3. 2025 Legislature: OHA Position on Bills Affecting the Public Land Trust - Matrix 3\*
    4. 2025 Legislature: OHA Position on Bills Affecting Natural Resources and Native Hawaiian Traditional & Customary Practices - Matrix 4\*
    5. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Housing - Matrix 5\*
    6. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6\*
    7. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Education- Matrix 7\*
    8. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Economic Development - Matrix 8\*
    9. 2025 Legislature: OHA Position on Bills Affecting HRS Chapter 6E (Iwi kūpuna) - Matrix 9\*
  - B. Committee on Budget and Finance**
    1. **Action Item BF #25-07:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$10,000.\* *February 5, 2025*
    2. **Action Item BF #25-08:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Ho'olehua Homesteader's Association for the 2025 Prince Kūhiō Ho'olaule'a Moloka'i 2025 Event on March 22, 2025, in the amount of \$1,500. \* *February 19, 2025*

- C. **Action Item BOT #25-03:** Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget.\*

V. **Executive Session§**

- A. Discussion of the settlement agreement terms in *Laeha v. Office of Hawaiian Affairs*. Board anticipates going into executive session pursuant to HRS § 92-5(a)(4) to consult with Interim General Counsel Everett Ohta on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities pertaining to the settlement agreement terms in *Laeha v. Office of Hawaiian Affairs*.
- B. Discussion of a complaint and claim for a wrongful employment action against the Office of Hawaiian Affairs. Board anticipates going into executive session pursuant to HRS § 92-5(a)(4) to consult with Interim General Counsel Everett Ohta on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities pertaining to a complaint and claim for a wrongful employment action against the Office of Hawaiian Affairs.
- C. Approval of Executive Session Minutes
1. April 25, 2024

VI. **Community Concerns and Celebrations**

VII. **Announcements**

VIII. **Adjournment**

If you need an auxiliary aid/service or other accommodation due to a disability, please contact Everett Ohta at (808) 594-1988 or by email at [everetto@oha.org](mailto:everetto@oha.org) as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

In the event that the livestream public broadcast is interrupted and cannot be restored, the meeting may continue as audio-only through the phone number and Webinar ID provided at the beginning of this agenda. Meeting recordings will be made available on OHA's website <https://www.oha.org/about/leadership/board-of-trustees/> as soon as practicable after the meeting.

Public Testimony will be called for each agenda item and must be limited to matters listed on the meeting agenda. Community Concerns and Celebrations is not limited to matters listed on the meeting agenda. Hawai'i Revised Statutes, Chapter 92, prohibits Board members from discussing or taking action on matters not listed on the meeting agenda.

\* Document(s) associated with this agenda item are anticipated to be included in the board packet for this meeting. The board packet will be available for the public to inspect at OHA's main office located at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817, OHA's neighbor island offices, and on OHA's website <https://www.oha.org/bot> no later than two business days before the meeting. The 72 Hour rule, pursuant to OHA BOT Operations Manual, Section 49, shall be waived for distribution of new committee materials.

§ Notice: This portion of the meeting will be closed pursuant to HRS § 92-5.

Testimony can be provided to the Board of Trustees either as: (1) **written testimony** or (2) live, oral testimony online or at the physical meeting location during the remote meeting.

- (1) Persons wishing to provide **written testimony** on items listed on the agenda should submit testimony via **email** to [botmeetings@oha.org](mailto:botmeetings@oha.org) or via **postal mail** to Office of Hawaiian Affairs, Attn: Board of Trustees Meeting Testimony, 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817. Testimony is requested to be received at least twenty-four hours prior to the scheduled meeting to allow board members with sufficient time to review the testimony before the meeting. All written testimony will be posted on OHA's meeting website. Please omit or redact any personal information (e.g., name, email address, phone number, home address, or materials) that you do not want to be disclosed publicly online.
- (2) Persons wishing to provide **oral testimony online** during the remote meeting, please click on the link below:  
<https://us06web.zoom.us/j/89476553812>

To provide oral testimony online, you will need:

- (1) a computer or mobile device to connect to the remote meeting;  
(2) internet access; and  
(3) a microphone to provide oral testimony.



Persons wishing to provide *oral testimony at the physical meeting location* can sign up the day-of the meeting at the physical meeting location.

Once your oral testimony is completed, you may be asked to disconnect from the meeting. If you willfully disrupt the meeting or do not disconnect on your own, support staff will remove you from the Zoom meeting. You can continue to view the remainder of the meeting on the livestream or by telephone, as provided at the beginning of this agenda.

Oral testimony online or at a physical meeting location will be limited to five (5) minutes. Oral testimony by telephone/landline **will not** be accepted at this time.



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Trustee Kaiali'i Kahele  
Chairperson, Board of Trustees

2/14/2025  
Date

**Office of Hawaiian Affairs**  
 2025 OHA State Legislative Package - Matrix 1

ItemNo	BillNo	Companion	Report	Description
1	<a href="#">HB409</a>	<a href="#">SB268</a>	RELATING TO ISLAND BURIAL COUNCILS.	Decreases the size of the Island Burial Councils from 9 to 7 members. Removes the requirement for the councils to include members having development and large property owner interests.
2	<a href="#">HB410</a>	<a href="#">SB269</a>	RELATING TO THE BUDGET OF THE OFFICE OF HAWAIIAN AFFAIRS	Appropriates moneys to fund the operating expenses of the Office of Hawaiian Affairs for the fiscal biennium beginning on 7/1/2025, and ending on 6/30/2027.
3	<a href="#">HB1358</a>		RELATING TO THE PUBLIC LAND TRUST WORKING GROUP.	Appropriates moneys to the Office of Hawaiian Affairs to facilitate the hiring of necessary staff and the purchase of equipment and professional services on behalf of the public land trust working group.
4	<a href="#">SB268</a>	<a href="#">HB409</a>	RELATING TO ISLAND BURIAL COUNCILS.	Decreases the size of the Island Burial Councils from 9 to 7 members. Removes the requirement for the councils to include members having development and large property owner interests.
5	<a href="#">SB269</a>	<a href="#">HB410</a>	RELATING TO THE BUDGET OF THE OFFICE OF HAWAIIAN AFFAIRS.	Appropriates moneys to fund the operating expenses of the Office of Hawaiian Affairs for the fiscal biennium beginning on 7/1/2025, and ending on 6/30/2027.
6	<a href="#">SB534</a>	<a href="#">HB605</a>	RELATING TO THE HAWAII COMMUNITY DEVELOPMENT AUTHORITY.	Allows the Hawaii Community Development Authority to approve residential development on certain parcels of land in the Kakaako Makai area. Raises the building height limit on certain parcels in the area. Requires a certain percentage of the residential units developed on certain parcels to be allocated to households at or below a certain income level, with priority given to certain essential workforce in the area. Limits the sale of residential units developed in certain residential developments to prospective owner-occupants. Requires the Hawaii Community Development Authority to determine a Kakaako Makai Association Fee to be collected from all residential developments on certain parcels to be deposited into a special account in the Hawaii Community Development Revolving Fund to fund various services and projects in the Kakaako Makai area.
7	<a href="#">SB1600</a>		RELATING TO THE PUBLIC LAND TRUST WORKING GROUP.	Appropriates funds to the Office of Hawaiian Affairs to hire necessary staff, purchase equipment, and retain professional services on behalf of the Public Land Trust Working Group.

Office of Hawaiian Affairs  
OHA Position on Bills Naming OHA - Matrix 2

	BillNo	Companion	Report	Description
1	<a href="#">SB51</a>		RELATING TO PUBLIC FINANCING FOR CANDIDATES TO ELECTED OFFICE.	Establishes a comprehensive system of public financing for all candidates seeking election to state and county public offices in the State of Hawaii, to begin with the 2026 general election year. Requires the Campaign Spending Commission to submit reports to the Legislature. Appropriates funds.
2	<a href="#">SB1193</a>	<a href="#">HB305</a>	RELATING TO LAND RESTORATION.	Creates the Aloha Aina Land Trust to rehabilitate and manage lands transferred by the United States military to the State after the leases for those lands expires. Appropriates funds.
3	<a href="#">HB307</a>		RELATING TO SPECIAL NUMBER PLATES.	Authorizes the issuance of special number plates to recognize the island of Kaho?olawe.
4	<a href="#">HB405</a>	<a href="#">SB272</a>	RELATING TO WATER.	Defines the public trust responsibilities of the Commission on Water Resource Management. Allows the Commission to retain independent legal counsel. Amends the scope of the Commission to include declaration of emergencies. Repeals the position of Deputy to the Chairperson of the Commission on Water Resource Management and establishes the position of Executive Director. Amends the composition of the Commission. Authorizes entities to challenge an emergency order of the Commission under certain conditions. Establishes fines for certain water use offenses.
5	<a href="#">HB663</a>		RELATING TO SPECIAL LICENSE PLATES.	Authorizes the issuance of special number vehicle license plates commemorating the Office of Hawaiian Affairs.
6	<a href="#">HB780</a>	<a href="#">SB848</a>	RELATING TO DESALINATION.	Establishes a Desalination Planning Task Force to examine the feasibility of, and develop a plan and timeline for, the use desalination as a source of potable water in the State.
7	<a href="#">HB1256</a>		RELATING TO CAPITAL IMPROVEMENT PROJECTS FOR THE BENEFIT OF THE FOURTH REPRESENTATIVE DISTRICT.	Appropriates funds for capital improvement projects in the fourth representative district.
8	<a href="#">HB1476</a>		RELATING TO ENVIRONMENTAL ASSESSMENTS.	Requires an environmental impact statement and consultation with the Office of Hawaiian Affairs for actions that propose any launch of a spacecraft from or reentry into state waters or the Papahanaumokuakea Marine National Monument.
9	<a href="#">SB3</a>		RELATING TO WATER.	Authorizes the Commission of Water Resource Management to retain independent legal counsel. Repeals the position of First Deputy to the Chairperson of the CWRM and establishes the position of Executive Director of the CWRM. Authorizes entities to challenge an emergency order of the CWRM under certain conditions. Establishes fines for certain water use offenses. Amends the CWRM's authority to declare water emergencies and issue orders to address them and declare water shortages and related notice requirements. Adds the management of groundwater near the Red Hill Bulk Fuel Storage Facility to the powers and duties of the CWRM. Transfers all rights, powers, functions, and duties of DLNR relating to water resource management to CWRM. Effective 7/1/2026, amends the composition of the CWRM, amends the designation of the Chairperson of the CWRM, limits CWRM's placement within the Department of Land and Natural Resources for administrative purposes only, and adds one member to the nominating committee for CWRM, to be appointed and by the Chief Executive Officer of the Office of Hawaiian Affairs.
10	<a href="#">SB4</a>		RELATING TO THE ROYAL MAUSOLEUM.	Requires the Department of Land and Natural Resources to transfer the stewardship of the Royal Mausoleum, Mauna Ala, to the Office of Hawaiian Affairs.
11	<a href="#">SB272</a>	<a href="#">HB405</a>	RELATING TO WATER.	Defines the public trust responsibilities of the Commission on Water Resource Management. Allows the Commission to retain independent legal counsel. Amends the scope of the Commission to include declaration of emergencies. Repeals the position of Deputy to the Chairperson of the Commission on Water Resource Management and establishes the position of Executive Director. Amends the composition of the Commission. Authorizes entities to challenge an emergency order of the Commission under certain conditions. Establishes fines for certain water use offenses.

**Office of Hawaiian Affairs**  
*OHA Position on Bills Naming OHA - Matrix 2*

	BillNo	Companion	Report	Description
12	<a href="#">SB543</a>		RELATING TO WATER.	Part I: Establishes a WAI Policy Coordinator and other positions within the Commission on Water Resource Management for coordination of Red Hill WAI initiatives. Creates the Red Hill Remediation Special Fund. Requires reports to the Legislature, Governor, and Mayor and City Council of the City and County of Honolulu. Appropriates funds. Part II: Allows the Commission of Water Resource Management to retain independent legal counsel. Repeals the position of Deputy to the Chairperson of the Commission and establishes the position of Executive Director of the Commission. Amends the composition of the Commission and administratively attaches it to DLNR. Authorizes entities to challenge an emergency order of the Commission under certain conditions. Establishes fines for certain water use offenses. Amends the Commission's authority to declare water emergencies and issue orders to address them and declare water shortages and related notice requirements. Specifies that the nominating committee of the Commission shall include one person appointed by the Chief Executive Officer of the Office of Hawaiian Affairs.
	<a href="#">SB848</a>	<a href="#">HB780</a>	RELATING TO DESALINATION.	Establishes a Desalination Planning Task Force to examine the feasibility of, and develop a plan and timeline for, the use desalination as a source of potable water in the State.
13				
14	<a href="#">SB1275</a>		RELATING TO STATE OWNED HISTORIC PROPERTIES AND INHERITED LANDS.	Establishes the State-Owned Historic Properties Preservation Plan Working Group within the Department of Land and Natural Resources to ensure the preservation of state-owned historic properties and inherited lands. Requires reports to the Legislature.
	<a href="#">SB1578</a>		RELATING TO INTERNATIONAL AFFAIRS.	Establishes the Hawaii Sister-State and International Partnerships Commission. Requires the Office of International Affairs to provide support to the Hawaii Sister-State and International Partnerships Commission. Allows the Department of Business, Economic Development, and Tourism to establish out-of-state offices and facilities to support sister-state and other partnerships that promote and enrich the people, cultures, environments, and economies of the State and its international partners, generate revenue for the State, and buy property. Appropriates funds.
15				
16	<a href="#">HB603</a>		RELATING TO NATIVE HAWAIIAN BUSINESS MARKETING.	Requires the Office of Hawaiian Affairs to administer and oversee a Native Hawaiian Marketing Program to promote businesses owned by Native Hawaiians through marketing and technical assistance.
	<a href="#">HB1327</a>		RELATING TO FEES.	Provides that any Hawaii-born or Native Hawaiian individual shall qualify for resident fees at state parks, regardless of where the individual currently resides; provided that the individual first presents to the Department of Land and Natural Resources certain documentation.
17				
18	<a href="#">SB199</a>		RELATING TO HAWAIIAN CULTURE.	Requires the Office of Hawaiian Affairs to establish and maintain Native Hawaiian cultural centers within the State. Requires the Office to submit reports to the Legislature regarding the Office's compliance with this Act. Appropriates moneys for the planning and design of the first Native Hawaiian cultural center.
	<a href="#">SB345</a>		RELATING TO PUBLIC FINANCING.	Raises the cap on the maximum amount of matching funds available to candidates for the Hawaii Partial Public Financing Program. Increases the cap on the amount of expenditures a candidate can make in the Program. Increases the matching fund ratio from \$1 for each \$1 of qualifying contributions raised by a candidate to \$2 for each \$1 of qualifying contributions raised in excess of the minimum qualifying contributions that a candidate must raise to participate in the Program. Appropriates funds.
19				
20	<a href="#">SB1266</a>		RELATING TO BURIAL SITES.	Establishes an inter-division program within the Department of Land and Natural Resources consisting of certain agencies to address the location, movement, and restoration of Hawaiian burial sites or â€ˆiwi, exposed or likely to be exposed by coastal erosion. Requires a report to the Legislature. Makes appropriations.
	<a href="#">SB1301</a>		RELATING TO HISTORIC PRESERVATION.	Establishes conditions under which archaeological inventory surveys and reconnaissance surveys are required. Establishes conditions under which archaeological permits may be issued and revoked and the practice of archaeology may be temporarily revoked. Modifies the composition and operations of island burial councils. Modifies procedures upon the inadvertent discovery of burial sites.
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22	<a href="#">HB370</a>	<a href="#">SB256</a>	RELATING TO PARTIAL PUBLIC FINANCING OF ELECTIONS.	Increases the amount of partial public campaign financing available for all state and county elective offices. Amends section 11-425, Hawaii Revised Statutes (HRS), by increasing the maximum amount of public funds available for each election for candidates (1) for Mayor of the County of Kauai and the County of Maui by 125%; (2) for the Office of Hawaiian Affairs from \$1,500 to 10% of the expenditure limit established in section 11-423(d), HRS; and (3) for candidates for all other offices by 50%. Amends section 11-429(a), HRS, by increasing the amounts of qualifying contributions for the Office of Hawaiian Affairs from more than \$1,500 in the aggregate to more than \$5,000 in the aggregate. Provides a downward adjustment of the amounts of qualifying contributions for the Office of Prosecuting Attorney for the City and County of Honolulu, County of Hawaii, and County of Kauai and for the Office of County Council for the County of Maui. Provides for an unspecified appropriation to pay for the increase in the partial public financing program. Provides for an appropriation in the amount of \$200,000 for the Commission to hire 2 additional staff members.

Office of Hawaiian Affairs  
OHA Position on Bills Naming OHA - Matrix 2

	BillNo	Companion	Report	Description
23	<a href="#">SB1301</a>		RELATING TO HISTORIC PRESERVATION.	Establishes conditions under which archaeological inventory surveys and reconnaissance surveys are required. Establishes conditions under which archaeological permits may be issued and revoked and the practice of archaeology may be temporarily revoked. Modifies the composition and operations of island burial councils. Modifies procedures upon the inadvertent discovery of burial sites.
24	<a href="#">HB671</a>	<a href="#">SB1538</a>	RELATING TO NATIVE HAWAIIANS.	Requires the Office of Hawaiian Affairs to identify all legislative districts in the State in which at least twenty-five per cent of the population consists of Native Hawaiians. Designates these districts as Native Hawaiian notable districts. Effective 7/1/3000. (HD1)
25		<a href="#">SB903</a> <a href="#">SD1 PRO</a> <a href="#">POSED</a>	RELATING TO HAWAIIAN AFFAIRS	Short form bill.

Office of Hawaiian Affairs

OHA Position on Bills Affecting the Public Land Trust - Matrix 3

	BillNo	Companion	Report	Description
1	<a href="#">HB143</a>	<a href="#">SB769</a>	RELATING TO MAUNA KEA.	Amends the conservation district use permit application, approval, and oversight responsibilities of the Board of Land and Natural Resources, Mauna Kea Stewardship and Oversight Authority, and lessees. Provides that certain conservation district use permits that are in effect as of 7/1/2028, to which the University of Hawaii is a permittee or other named party, shall not be transferred to the Mauna Kea Stewardship and Oversight Authority.
2	<a href="#">HB293</a>		RELATING TO PUBLIC LAND TRUST REVENUES.	Requires that all moneys in the pro rata portion of the Public Land Trust be transferred to the Office of Hawaiian Affairs.
3	<a href="#">HB305</a>	<a href="#">SB1193</a>	RELATING TO LAND RESTORATION.	Creates the Aloha Aina Land Trust to rehabilitate and manage lands transferred by the United States military to the State after the leases for those lands expires. Appropriates funds.
4	<a href="#">SB6</a>		RELATING TO NATURAL RESOURCE MANAGEMENT.	Clarifies that the Board of Land and Natural Resources" authority shall supersede the Mauna Kea Stewardship and Oversight Authority for all lands designated under the state conservation district; provided that the Board of Land and Natural Resources upholds its affirmative and non-transferable duty to protect the traditional and customary rights of native Hawaiians as articulated in the Hawaii State Constitution. Clarifies that the natural resource management enforcement and emergency response over Mauna Kea lands shall remain the responsibility of the Division of Conservation and Resources Enforcement of the Department of Land and Natural Resources. Takes effect 7/1/2026.
5	<a href="#">SB242</a>	<a href="#">HB192</a>	RELATING TO FOREIGN OWNERSHIP OF AGRICULTURAL LAND.	Prohibits foreign entities from owning, leasing, or holding a controlling interest in more than an unspecified number of acres of agricultural land. Limits the lease term for agricultural land by foreign entities. Requires foreign entities that own or lease interest in agricultural lands to file an annual report with the Department of Agriculture. Appropriates funds.
6	<a href="#">SB427</a>	<a href="#">HB491</a>	RELATING TO LAND LEASES.	Prohibits the State from leasing any public lands, or extending the lease of any public lands, to any individual, corporation, or federal agency that is in arrears in the payment of certain moneys to the State, noncompliant with a consent decree or memoranda of agreement with the State that requires environmental maintenance or remediation with regard to the subject public lands, or convicted of a crime. Requires certification by the Office of the Governor before the issuance or extension of any federal lease that the individual, corporation, or federal agency is in good standing with the State. Provides that, if any existing lessee of public lands is found not to be in good standing with the State as of the effective date of this Act, the lessee shall have three years, or until the end of the lease term, whichever is sooner, to correct the violation or the lease shall be terminated.

Office of Hawaiian Affairs

OHA Position on Bills Affecting the Public Land Trust - Matrix 3

	BillNo	Companion	Report	Description
7	<a href="#">SB535</a>	<a href="#">SB1188</a>	RELATING TO FEDERAL LAND.	Establishes an Advisory Committee convened by the Department of Land and Natural Resources and the Department of Health to inventory lands owned by the United States government which may be reasonably transferred back to the State and to make recommendations on relevant land conditions and appropriateness of potential transfer. Requires reports to the Legislature.
	<a href="#">SB77</a>	<a href="#">HB528</a>	RELATING TO RESIDENTIAL LEASEHOLDS.	Exempts state and county lands leased after July 1, 2025, for an initial period of not less than ninety-nine years from chaptersÂ 516 and 516D, Hawaii Revised Statutes.
8	<a href="#">SB197</a>		RELATING TO PUBLIC NOTICE.	Establishes enhanced public notice requirements for changes in land use by the Department of Hawaiian Home Lands, Department of Land and Natural Resources, or University of Hawaii and boundary changes by the Land Use Commission. Requires approval of the project by the community through a referendum of nearby adult residents except for projects within the Mauna Kea science reserve, which require a referendum by all adult residents of the country in which the Mauna Kea science reserve is located. Appropriates moneys.
	<a href="#">HB317</a>	<a href="#">SB590</a>	RELATING TO THE STATE PARKS SPECIAL FUND.	Allows the Department of Land and Natural Resources to expend the moneys from the State Parks Special Fund for programs aimed at environmental protection.
9	<a href="#">HB491</a>	<a href="#">SB427</a>	RELATING TO LAND LEASES.	Prohibits the State from leasing any public lands, or extending the lease of any public lands, to any individual, corporation, or federal agency that is in arrears in the payment of certain moneys to the State, is noncompliant with a consent decree or memoranda of agreement with the State that requires environmental maintenance or remediation with regard to the subject public lands, or has been found to be in violation of federal or state laws aimed at protecting the environment. Requires certification by the Office of the Governor before the issuance or extension of any federal lease that the individual, corporation, or federal agency is in good standing with the State. Provides that, if any existing lessee of public lands is found not to be in good standing with the State as of the effective date of this Act, the lessee shall have three years, or until the end of the lease term, whichever is sooner, to correct the violation or the lease shall be terminated. Effective 7/1/3000. (HD1)
	<a href="#">SB769</a>	<a href="#">HB143</a>	RELATING TO MAUNA KEA.	Amends the conservation district use permit application, approval, and oversight responsibilities of the Board of Land and Natural Resources, Mauna Kea Stewardship and Oversight Authority, and lessees. Provides that certain conservation district use permits that are in effect as of 7/1/2028, to which the University of Hawaii is a permittee or other named party, shall not be transferred to the Mauna Kea Stewardship and Oversight Authority.
10	<a href="#">HB653</a>		RELATING TO NON-GENERAL FUNDS.	Closes or reclassifies certain non-general funds of the Department of Land and Natural Resources, pursuant to certain recommendations made by the Auditor in Auditor"s Report No. 2408.
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Office of Hawaiian Affairs

OHA Position on Bills Affecting the Public Land Trust - Matrix 3

	BillNo	Companion	Report	Description
14	<a href="#">HB1141</a>	<a href="#">SB1460</a>	RELATING TO UPDATING PUBLIC LAND LEASES ISSUED PURSUANT TO CHAPTER 171, HAWAII REVISED STATUTES.	Requires that lease extensions approved by the Board of Land and Natural Resources be drafted on forms that reflect contemporary leasing practices and policies of the Board, and which shall control over conflicting or inconsistent provisions in the lease being extended. Effective 7/1/3000. (HD1)
15	<a href="#">HB1307</a>		RELATING TO THE DEPARTMENT OF HAWAIIAN HOME LANDS.	Appropriates funds to the Department of Hawaiian Home Lands for water well development for geophysical investigation, exploration, and identification of geothermal resources on Hawaiian home lands. Effective 7/1/3000. (HD1)
16	<a href="#">HB1318</a>		RELATING TO AFFORDABLE HOUSING.	Removes from the definition of "public lands" lands set aside by the Governor to the counties for the purpose of affordable housing. Specifies that lands set aside by the Governor to the counties for affordable housing require legislative approval for the sale or gift of such lands. Effective 7/1/3000. (HD1)
17	<a href="#">HB1348</a>	<a href="#">SB1517</a>	RELATING TO PUBLIC LANDS.	Authorizes the Board of Land and Natural Resources to lease public lands for recreational-residential use by public lottery and restrict participation in the public lottery to residents of the county in which the leased land is located. Effective 7/1/3000. (HD1)
18	<a href="#">SB739</a>		RELATING TO LAND EXCHANGE.	Allows the governor to negotiate land exchanges to acquire lands that are suitable for long-term diversified agricultural production in exchange for land for private affordable housing development. Requires report to legislature.
19	<a href="#">SB1460</a>	<a href="#">HB1141</a>	RELATING TO UPDATING PUBLIC LAND LEASES ISSUED PURSUANT TO CHAPTER 171, HAWAII REVISED STATUTES.	Requires that lease extensions approved by the Board of Land and Natural Resources be drafted on forms that reflect contemporary leasing practices and policies of the Board, and which shall control over conflicting or inconsistent provisions in the lease being extended.



Office of Hawaiian Affairs

OHA Position on Bills Affecting Natural Resources and Native Hawaiian Traditional Customary Practices - Matrix 4

	BillNo	Companion	Report	Description
1	<a href="#">HB123</a>	<a href="#">SB22</a>	RELATING TO FISHERIES.	Exempts actions involving the operation and management of fisheries in the State from environmental review requirements.
2	<a href="#">HB256</a>		RELATING TO ENVIRONMENTAL PROTECTION.	Requires an owner or operator of a waste-to-energy facility to comply with certain United States Environmental Protection Agency regulations as they existed on December 31, 2024. Sunsets 6/30/2027.
3	<a href="#">HB306</a>		RELATING TO STATE WATER CODE PENALTIES.	Adds a minimum penalty and maximum penalty per violation of the State Water Code and makes each day that a violation exists or continues to exist a separate offense. Establishes factors the Commission on Water Resource Management must consider when determining the amount of the penalty. Increases maximum fines in five-year increments from 2030 to 2045. Effective 7/1/3000. (HD1)
4	<a href="#">HB428</a>	<a href="#">SB1250</a>	RELATING TO FARM TO FAMILIES.	Establishes the Hawaii Farm to Families Program to alleviate food shortages in the State. Requires reports to the Legislature prior to the Regular Sessions of 2026 and 2027. Appropriates funds. Effective 7/1/3000. (HD1)
5	<a href="#">HB49</a>	<a href="#">SB1021</a>	RELATING TO WILDLIFE.	Bans the keeping or breeding of cetaceans in captivity except in certain circumstances.
6	<a href="#">HB512</a>		RELATING TO OCEAN RECREATION MANAGEMENT.	Establishes a standard of state waters within three thousand feet seaward of the base line of the territorial sea as ocean recreation management areas. Prohibits commercial activity in ocean recreation management areas, except by a commercial use permit.
7	<a href="#">HB752</a>	<a href="#">SB673</a>	RELATING TO ENVIRONMENTAL STEWARDSHIP FEES.	Effective 7/1/2027, establishes the Environmental Stewardship Fee Program within the Department of Land and Natural Resources, through which the Department will collect a fee from visitors for a license to visit a state park, forest, hiking trail, or other state natural area. Establishes the Environmental Stewardship Fee Special Fund effective 7/1/2025. Allocates a certain amount of transient accommodations tax revenues to the special fund. Requires report to the Legislature on strategic plan and timetable for objectives and implementation of the environmental stewardship fee program. Appropriates funds for the environmental stewardship fee strategic plan and positions for the Environmental Stewardship Fee Program.
8	<a href="#">HB969</a>		RELATING TO WASTE OR DISPOSAL FACILITIES.	Prohibits the construction, modification, or expansion of any waste or disposal facility on land that is near or above a significant aquifer as determined by the Department of Health. Effective 7/1/3000. (HD1)
9	<a href="#">SB1021</a>	<a href="#">HB49</a>	RELATING TO WILDLIFE.	Bans the keeping or breeding of cetaceans in captivity except in certain circumstances.
10	<a href="#">SB129</a>	<a href="#">HB534</a>	RELATING TO LABELING REQUIREMENTS.	Prohibits the sale of raw ahi, including ahi poke or processed ahi, in retail establishments without a label that states the country where the ahi was landed. Effective 7/1/2050. (SD1)
11	<a href="#">SB22</a>	<a href="#">HB123</a>	RELATING TO FISHERIES.	Exempts actions involving the operation and management of fisheries in the State from environmental review requirements.

Office of Hawaiian Affairs

OHA Position on Bills Affecting Natural Resources and Native Hawaiian Traditional Customary Practices - Matrix 4

	BillNo	Companion	Report	Description
12	<a href="#">SB244</a>		RELATING TO PARROTFISH.	Amends conservation and resources law to prohibit: (1) Commercial sales of parrotfish that have been caught by spearing; and (2) The spearing of parrotfish in state waters after sunset or before sunrise.
13	<a href="#">SB252</a>		RELATING TO INVASIVE SPECIES.	Clarifies that the importation of any item or material infested or infected with an insect or other animal, disease, or other pest is prohibited. Authorizes the Department of Agriculture to inspect any item imported or moved into the State from another part of the continental United States or between the Hawaiian Islands. Prohibits the sale of merchandise that a seller knows is infested or infected with a pest. Authorizes the Department of Agriculture to compel the quarantine, treatment, or destruction of certain materials. Clarifies penalties for violations. (SD1)
14	<a href="#">SB446</a>		RELATING TO WASTE MANAGEMENT.	Prohibits landfills in no pass zones, which are areas determined by the county where the installation of a waste disposal facility may contaminate groundwater. Requires counties to identify no pass zones in county integrated solid waste management plans.
15	<a href="#">SB673</a>	<a href="#">HB752</a>	RELATING TO ENVIRONMENTAL STEWARDSHIP FEES.	Effective 7/1/2027, establishes the Environmental Stewardship Fee Program within the Department of Land and Natural Resources, through which the Department will collect a fee from visitors for a license to visit a state park, forest, hiking trail, or other state natural area. Establishes the Environmental Stewardship Fee Special Fund effective 7/1/2025. Allocates a certain amount of transient accommodations tax revenues to the special fund. Requires report to the Legislature on strategic plan and timetable for objectives and implementation of the environmental stewardship fee program. Appropriates funds for the environmental stewardship fee strategic plan and positions for the Environmental Stewardship Fee Program.
16	<a href="#">HB86</a>		RELATING TO THE DEPARTMENT OF LAND AND NATURAL RESOURCES.	Appropriates moneys to the Department of Land and Natural Resources for the establishment of one full-time equivalent (1.0Â FTE) permanent Makai Watch Coordinator position. Effective 7/1/3000. (HD1)
17	<a href="#">HB309</a>		RELATING TO FISHPONDS.	Establishes a fishpond inventory working group within the University of Hawaii Sea Grant College Program to create an inventory and map of all fishponds on state land and conduct a literature review. Appropriates funds. Effective 7/1/3000. (HD1)
18	<a href="#">HB505</a>	<a href="#">SB150</a>	RELATING TO RED HILL.	Establishes a WAI Policy Coordinator for coordination of Red Hill WAI initiatives. Creates the Red Hill Remediation Special Fund. Effective 7/1/3000. (HD1)
19	<a href="#">HB658</a>		RELATING TO ENVIRONMENTAL REVIEW.	Clarifies the scope of an action subject to environmental review.

Office of Hawaiian Affairs

OHA Position on Bills Affecting Natural Resources and Native Hawaiian Traditional Customary Practices - Matrix 4

	BillNo	Companion	Report	Description
20	<a href="#">HB661</a>		RELATING TO ENVIRONMENTAL REVIEW.	Permits, except in certain circumstances, a previously authorized activity challenged as being subject to environmental review to continue while the applicable agency conducts an environmental assessment, prepares an environmental impact statement, or determines whether the activity is exempt.
21	<a href="#">SB614</a>		RELATING TO HAWAIIAN INDEPENDENCE DAY.	Establishes "La Ku oko a", or Hawaiian Independence Day, as a state holiday to be observed annually on November 28th.

Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Housing - Matrix 5

ItemNo	BillNo	Companion	Report	Description
1	<a href="#">HB89</a>		RELATING TO TEACHER HOUSING.	Establishes the Teacher Home Assistance Program to provide housing vouchers to certain eligible teachers. Appropriates funds out of the Teachers" Housing Revolving Fund. Effective 7/1/3000. (HD1)
	<a href="#">SB26</a>	<a href="#">HB1451</a>	RELATING TO AFFORDABLE HOUSING.	Establishes the Affordable Housing Land Inventory Task Force within the Hawaii Community Development Authority to update the Affordable Rental Housing Report and Ten-Year Plan maps, tier tables, and inventories of state lands suitable and available for affordable housing development. Requires a report to the Legislature. Appropriates moneys.
2	<a href="#">SB72</a>		RELATING TO HOUSING.	Requires the Hawaii Housing Finance and Development Corporation (HHFDC) to consider as a preference under chapter 201H, HRS, the proximity between the housing location and the applicant's place of employment; whether the applicant is a state or county employee; and whether the applicant is a returning resident that left the State to attend a university, college, or trade school and has graduated within the past two years. Requires, for any project developed or administered by the HHFDC under chapter 201, HRS, the HHFDC to set aside as a matter of preference an undetermined per cent of available units for state or county employees, when feasible. Requires HHFDC to determine the order of preferences and rank applicants accordingly, select applicants based on application date within the pool of similarly ranked applicants, and validate the preference status of applicants before occupancy of a unit. Authorizes HHFDC to adopt rules to establish additional eligibility criteria.
	<a href="#">SB28</a>		RELATING TO THE LAND USE COMMISSION.	Specifies that a simple majority of affirmative votes of the members of the Land Use Commission present at a meeting and qualified to vote is required for any boundary amendment.
3	<a href="#">SB153</a>	<a href="#">HB464</a>	RELATING TO HOUSING.	Requires, for tenancies greater than 90 days, a landlord to notify a tenant of any intent to raise the rent for any subsequent rental agreement or any intent to terminate a rental agreement 60 days before the expiration of the original rental agreement. Requires 90 day's notice for a landlord or tenant to terminate tenancies of three years or more and 60 days" notice to terminate tenancies of less than three years, with certain exceptions. Increases the amount of notice required to terminate tenancies that are less than month-to-month.
	<a href="#">SB490</a>	<a href="#">HB739</a>	RELATING TO HOUSING.	Establishes the Kamaaina Homes Program to provide funding to the counties to purchase voluntary deed restrictions from eligible homeowners or homebuyers.
4	<a href="#">SB749</a>		RELATING TO HOUSING.	Requires rental housing projects to maintain, in perpetuity, fifty per cent of the project"s units for certain low-income tenants to be eligible for assistance under the Hawaii Housing Finance and Development Corporation"s rental assistance program.
	<a href="#">HB431</a>		RELATING TO HOUSING.	Appropriates funds for the Kauhale Initiative. Establishes and appropriates funds into and out of the Supportive Housing Special Fund. Effective 6/29/3000. (HD1)
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Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Housing - Matrix 5

ItemNo	BillNo	Companion	Report	Description
9	<a href="#">HB464</a>	<a href="#">SB153</a>	RELATING TO HOUSING.	Requires, for tenancies greater than 90 days, a landlord to notify a tenant of any intent to raise the rent for any subsequent rental agreement or any intent to terminate a rental agreement 60 days before the expiration of the original rental agreement. Requires 90 day"s notice for a landlord or tenant to terminate tenancies of three years or more and 60 days" notice to terminate tenancies of less than three years, with certain exceptions. Increases the amount of notice required to terminate tenancies that are less than month-to-month. Effective 7/1/3000. (HD1)
	<a href="#">HB605</a>	<a href="#">SB534</a>	RELATING TO THE HAWAII COMMUNITY DEVELOPMENT AUTHORITY.	Allows the Hawaii Community Development Authority to approve residential development on certain parcels of land in the Kakaako Makai area. Raises the building height limit on certain parcels in the area. Requires a certain percentage of the residential units developed on certain parcels to be allocated to households at or below a certain income level, with priority given to certain essential workforce in the area. Limits the sale of residential units developed in certain residential developments to prospective owner-occupants. Requires the Hawaii Community Development Authority to determine a Kakaako Makai Association Fee to be collected from all residential developments on certain parcels to be deposited into a special account in the Hawaii Community Development Revolving Fund to fund various services and projects in the Kakaako Makai area.
10	<a href="#">HB739</a>	<a href="#">SB490</a>	RELATING TO HOUSING.	Establishes the Kamaaina Homes Program to provide funding to the counties to purchase voluntary deed restrictions from eligible homeowners or homebuyers. Effective 7/1/3000. (HD1)
	<a href="#">HB944</a>		RELATING TO NEIGHBORHOOD BOARDS.	Authorizes neighborhood boards to solicit suggestions for capital improvement projects and operating budget priorities from residents. Requires each county mayor to consider and respond in writing to the suggestions for capital improvement projects and operating budget priorities submitted by each neighborhood board. Requires each county council to consider the neighborhood boards" recommendations, the mayor"s responses, and county fiscal health in determining the final budget.
11	<a href="#">HB1294</a>	<a href="#">SB498</a>	RELATING TO AGRICULTURAL WORKFORCE HOUSING.	Establishes an Agricultural Workforce Housing Working Group within the Department of Agriculture to address the shortage and challenges of agricultural workforce housing in the State. Requires reports to the Legislature. Appropriates funds. Effective 7/1/3000. (HD1)
	<a href="#">HB855</a>		RELATING TO HAWAIIAN HOME LANDS.	Provides that a living beneficiary"s place on the Department of Hawaiian Home Land"s waitlist for any residential, agricultural or pastoral tract may be designated for transfer to a successor if the living beneficiary dies before receiving an offer for a tract; provided that the successor shall be at least twenty-five per cent native Hawaiian.
12	<a href="#">HB295</a>		RELATING TO HAWAIIAN HOME LANDS.	Amends the Hawaiian Homes Commission Act of 1920, as amended, to authorize the transfer of a living beneficiary"s place on the Department of Hawaiian Home Lands" waitlist for any residential, agricultural, or pastoral tract to a qualified application successor who is at least one-fourth Hawaiian, if the beneficiary dies. Effective 7/1/3000. (HD1)
	<a href="#">SB498</a>	<a href="#">HB1294</a>	RELATING TO AGRICULTURAL WORKFORCE HOUSING.	Establishes an Agricultural Workforce Housing Working Group within the Department of Agriculture to address the shortage and challenges of agricultural workforce housing in the State. Requires reports to the Legislature. Appropriates funds. (SD1)
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# Office of Hawaiian Affairs

## OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6

Item No	Bill No	Companion	Report	Description
1	<a href="#">HB60</a>		RELATING TO JUVENILE JUSTICE.	Requires and appropriates moneys for the Department of Human Services" Office of Youth Services to develop and implement a program offering individualized service and support teams to assist at-risk and court-involved youth.
2	<a href="#">HB111</a>		RELATING TO SEX TRAFFICKING.	Authorizes civil claims to be made against a person, business, business owner, or business operator that profits from sexual exploitation or sex trafficking. Extends the statute of limitations for civil claims related to sexual exploitation or sex trafficking to ten years.
3	<a href="#">HB129</a>		RELATING TO YOUTH FEES AND FINES.	Prohibits the assessment of any fees, fines, or court costs against a person who was adjudicated for an offense committed during the person"s minority, or against the person"s parent or guardian, and discharges all related debt obligations assessed before the effective date of the Act. Limits court-ordered community service for a minor to no more than seventy-two hours. Repeals certain penalties imposed on parents, guardians, or other persons associated with unaccompanied children in streets and unmarried minors in dance halls. Effective 7/1/3000. (HD1)
4	<a href="#">HB609</a>		RELATING TO SEX TRAFFICKING.	Requires the posting of informational placards on sex trafficking and resources available to victims, in public buildings and at other specified locations. Requires the Department of Human Services to develop and make available a model placard. Requires the Department of Education to train teachers, school administrators, and other school personnel on the dynamics of sex trafficking and strategies for prevention and response. Requires and appropriates moneys for the Department of the Attorney General to develop and implement public education and outreach events on the dynamics of sex trafficking and the importance of community involvement in prevention and response efforts.
5	<a href="#">HB610</a>		RELATING TO COLD CASE INVESTIGATIONS.	Establishes and appropriates money for a Cold Case Investigation Unit within the Department of the Attorney General. Prioritizes unsolved cases involving an Indigenous victim.
6	<a href="#">HB641</a>	MATRIX6 HEALTH	RELATING TO HEALTH.	Beginning 1/1/2026, requires health insurers and mutual benefit societies to provide coverage for traditional native Hawaiian healing and cultural practices offered through a Federally Qualified Health Center or a Native Hawaiian Health Care System.
7	<a href="#">HB677</a>	<a href="#">SB224</a>	RELATING TO IDENTIFICATION.	Requires the Department of Corrections and Rehabilitation, in collaboration with various agencies and upon request of the inmates, to assist inmates in obtaining the inmates" civil identification card, birth certificate, social security card, and other relevant identification necessary for successful reentry into society, as soon as practicable. Requires the Department of Corrections and Rehabilitation to initiate the process of obtaining identifying documents for inmates released to work furlough, extended furlough, or community placement programs, by providing the forms necessary for the inmate to obtain civil identification cards and other identifying documents to the inmate as soon as practicable. Effective 7/1/3000. (HD1)
8	<a href="#">HB689</a>	<a href="#">SB292</a>	RELATING TO SEXUAL EXPLOITATION.	Establishes safe harbor protections for survivors of sexual exploitation who seek medical or law enforcement assistance.
9	<a href="#">HB784</a>	<a href="#">SB569</a>	RELATING TO HEALTH.	Makes an appropriation for the operation of an additional ambulance for the island of Hawaii to be based in Makalei. Effective 7/1/3000. (HD1)



# Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6

Item No	Bill No	Companion	Report	Description
10	<a href="#">HB905</a>		RELATING TO AMBULANCES.	Appropriates funds to the Department of Health to purchase of one advanced life support ambulance and related equipment to be based in central Maui, fund pay-related personnel costs for state-certified emergency medical services personnel, and increase the predictability and stability of available air ambulance services for all islands in the State.
	<a href="#">HB1284</a>	<a href="#">SB351</a>	RELATING TO PESTICIDES.	Requires quarterly rather than annual reporting of all use of restricted use pesticides. Amends the contents of reports to include specific geospatial data and information and increased detail on the amount of restricted use pesticides used. Requires the Department of Agriculture to develop an online reporting tool for restricted use pesticides.
11	<a href="#">HB1285</a>	<a href="#">SB352</a>	RELATING TO PESTICIDES.	Requires the Department of Agriculture to use consistent units of measurement in its summary to the public on the amounts of restricted use pesticides used. Establishes a one-half mile buffer zone for pesticides around schools and state and county public parks.
	<a href="#">HB1300</a>		RELATING TO CANCER.	Appropriates funds to the University of Hawaii Cancer Center to conduct a multiethnic cohort study focusing on the social determinants of health, lifestyles, environmental exposures, and resilience factors of Native Hawaiians, Pacific Islanders, and Filipinos, including an analysis of the health effects and risks of individuals living in close proximity to landfills in Nanakuli, Oahu. Requires the University of Hawaii Cancer Center to seek federal funding to complete the study. Effective 7/1/3000. (HD1)
12	<a href="#">HB1322</a>	<a href="#">SB104</a>	RELATING TO CORRECTIONS.	Restricts the use of solitary confinement in state-operated and state-contracted correctional facilities, with certain specified exceptions. Requires the Department of Corrections and Rehabilitation to develop written policies and procedures regarding solitary confinement by 7/1/2026. Requires the Hawaii Correctional System Oversight Commission to review certain housing placements. Requires the Department to develop policies and procedures to review committed persons placed in solitary confinement and develop a plan for committed persons currently in solitary confinement by 4/1/2026. Requires a report to the Legislature and Hawaii Correctional System Oversight Commission. Effective 7/1/2026.
	<a href="#">HB1328</a>		RELATING TO MIDWIVES.	Continues a licensing scheme for licensed certified midwives and licensed certified professional midwives, to be overseen by the Department of Commerce and Consumer Affairs. Reestablishes the home birth task force to provide recommendations on issues related to home births. Dissolves the task force on 6/30/2026. Requires reports to the Legislature.
13	<a href="#">HB1342</a>	MATRIX6 HEALTH	RELATING TO OFFENDER REENTRY PROGRAMS.	Expands programming and training for the comprehensive offender re-entry program under the Department of Corrections and Rehabilitation to reduce the rate of recidivism and increase inmate marketability and workforce readiness. Appropriates funds.
	<a href="#">HB1357</a>		RELATING TO MISSING PERSONS.	Establishes and appropriates moneys for a Missing Indigenous Person Alert program to help locate indigenous persons who are missing and thought to be in danger.

# Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6

Item No	Bill No	Companion	Report	Description
18	<a href="#">SB12</a>		RELATING TO NEONICOTINOIDS.	Classifies neonicotinoid pesticides as restricted use pesticides and establishes a list of chemicals that shall belong to the neonicotinoid class of chemicals. Prohibits the sale or use of seeds coated or treated with neonicotinoid pesticides. Requires the Department of Agriculture to adopt rules that identify and regulate the most harmful neonicotinoid pesticide formulations and develop guidelines for safer alternatives.
	<a href="#">SB274</a>	<a href="#">HB407</a> ; <a href="#">SB370</a>	RELATING TO MIDWIVES.	Establishes a licensing scheme for licensed certified midwives and licensed certified professional midwives, to be overseen by the Department of Commerce and Consumer Affairs. Reestablishes the home birth task force to provide recommendations on issues related to home births. Dissolves the task force on 6/30/2026. Requires reports to the Legislature.
19	<a href="#">SB544</a>		RELATING TO SENTENCING OF MINOR DEFENDANTS.	Requires courts to consider certain factors when sentencing a person convicted as an adult for an offense that the person committed when the person was a minor. Allows courts to reduce a mandatory minimum period of incarceration or depart from a mandatory sentencing enhancement if the court determines that the reduction or departure is warranted given certain factors.
	<a href="#">SB623</a>		RELATING TO THE STATE COUNCIL ON MENTAL HEALTH.	Requires the State Council on Mental Health to include an unspecified number of members with demonstrated knowledge of or work experience involving native Hawaiian health practices. Requires council members to receive annual training on topics related to native Hawaiian healing and health.
20	<a href="#">SB694</a>		RELATING TO THE DETENTION OF MINORS.	Prohibits minors from being held in jails, lockups, or prisons for adults.
	<a href="#">SB991</a>		RELATING TO LONG-TERM CARE.	Requires the Department of Health to conduct a study on the adequacy of long-term care on the island of Molokai. Requires a report to the Legislature. Appropriates funds.
21	<a href="#">HB221</a>	<a href="#">SB101</a>	RELATING TO MEDICAL SCHOOL TUITION.	Requires graduates of the University of Hawaii John A. Burns School of Medicine who have paid in-state tuition to serve as a physician in the State for at least 2 years following their medical residency or fellowship. Begins with the class of 2029.
	<a href="#">HB250</a>		RELATING TO HEALTH.	Requires utilization review entities to submit data relating to the prior authorization of health care services to the State Health Planning and Development Agency. Establishes timelines for the approval of prior authorization requests for urgent and non-urgent health care services. Establishes the Health Care Appropriateness and Necessity Working Group within the State Health Planning and Development Agency. Effective 7/1/3000. (HD1)
22	<a href="#">HB251</a>	<a href="#">SB734</a>	RELATING TO SOCIAL WORK.	Requires the Department of Corrections and Rehabilitation, in collaboration with the Department of Human Services, to develop and establish a social work training program to assist nonviolent incarcerated individuals in the area of social work. Requires progress reports on the program to the Legislature. Appropriates funds.



# Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6

Item No	Bill No	Companion	Report	Description
27	<a href="#">HB557</a>	<a href="#">SB1281</a>	RELATING TO TELEHEALTH.	Amends the definition of "interactive telecommunications system" for purposes of reimbursement for services provided through telehealth. Requires health care providers to append a modifier to any claim for telehealth services using two-way, real-time, audio-only communications technology. Requires the Insurance Commissioner to report to the Legislature on reimbursements claimed in the previous year for certain telehealth services. Repeals the sunset date of Act 107, SLH 2023. (HD1)
	<a href="#">HB617</a>	<a href="#">SB119</a>	RELATING TO NURSING.	Appropriates funds to establish the Bachelor of Science in Nursing degree program at the University of Hawaii Maui College. Appropriates funds.
28	<a href="#">HB688</a>	<a href="#">SB1004</a>	RELATING TO COMMUNITY HEALTH WORKERS.	Requires the Department of Health to establish and administer a three-year Rural Community Health Worker Pilot Program that enables community health workers to provide outreach, education, training, and navigation to individuals residing in rural communities in the State and address social determinants of health. Appropriates funds.
29	<a href="#">HB714</a>	<a href="#">SB294</a>	RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT.	Appropriates funds to support educational training programs to expand the State's health care workforce, including health care certificate programs and classroom renovations for health care training in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses. Effective 7/1/3000. (HD1)
30	<a href="#">HB900</a>	<a href="#">SB1228</a> ; <a href="#">HB1381</a>	RELATING TO CHILD WELFARE SERVICES.	Establishes a working group for legal services for youth in the child welfare system within the judiciary. Appropriates funds for the working group. Effective 7/1/3000. (HD1)
31	<a href="#">HB911</a>		RELATING TO OFFENDER REENTRY PROGRAMS.	Expands programming and training for the comprehensive offender reentry program under the department of corrections and rehabilitation to reduce the rate of recidivism and increase inmate marketability. Appropriates funds.
32	<a href="#">HB957</a>	<a href="#">SB1101</a>	RELATING TO LAULAU DAY.	Designates the first Friday in May of each year as "Laulau Day" in the State. Effective 7/1/3000. (HD1)
33	<a href="#">HB1002</a>	<a href="#">SB1321</a>	RELATING TO THE HAWAII CORRECTIONAL SYSTEM OVERSIGHT COMMISSION.	Beginning July 1, 2025, extends the term of the Oversight Coordinator for the Hawaii Correctional System Oversight Commission. Authorizes the Hawaii Correctional System Commission to review the Coordinator's performance and make a recommendation to the Governor as to whether the Coordinator should be retained. Clarifies that the Oversight Coordinator has the general authority to inspect agencies and correctional facilities without notice. Effective 7/1/3000. (HD1)
34	<a href="#">HB1126</a>	<a href="#">SB1445</a>	RELATING TO YOUTH MENTAL HEALTH.	Establishes a two-year digital youth mental health platform pilot project under which the child and adolescent mental health division of the department of health develops and makes publicly available a digital platform providing tools and resources designed to help young people address and manage mental health challenges.
35	<a href="#">HB1263</a>		RELATING TO CORRECTIONS.	Establishes a Rehabilitation and Re-entry Services Task Force. Requires reports to the Legislature. Appropriates funds. Effective 7/1/3000. (HD1)
36	<a href="#">HB1382</a>		RELATING TO CHILD WELFARE SERVICES.	Appropriates funds for the Department of Human Services to contract with a non-profit specializing in domestic violence to provide training and staff to be housed on-site in Child Welfare Services Branch offices to support all aspects of screening for and addressing domestic violence within a case. Effective 7/1/3000. (HD1)
37				

Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6

Item No	Bill No	Companion	Report	Description
38	<a href="#">SB193</a>		RELATING TO CRIME.	Specifies that the penalty for sex trafficking shall be payment of a fine of no less than \$50,000 but no more than \$100,000, and a definite term of imprisonment of up to 20 years without the possibility of a suspended sentence, probation, or parole. Provides that consent to sexual conduct is not a defense. Defines "sexual conduct". Provides that a minor who reports that the minor is a victim of sex trafficking shall not be subject to criminal liability.
	<a href="#">SB294</a>		RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT.	Appropriates funds to support educational training programs to expand the State's health care workforce. Allocates funds to the Department of Education for health care certificate programs and classroom renovations for health care training in public high schools. Allocates funds to the University of Hawaii for education programs that support certified nurse assistants in becoming licensed practical nurses.
40	<a href="#">SB453</a>		RELATING TO SEX TRAFFICKING.	Requires the Department of Education to offer training for teachers, educational officers, and school-based behavioral health specialists on sex trafficking prevention and response.
41	<a href="#">SB557</a>		RELATING TO HEALTH.	Requires Huli Au Ola to conduct a study on physician and dentist recruitment and retention to serve the island of Molokai. Appropriates funds. Effective 7/31/2050. (SD1)
42	<a href="#">SB715</a>		RELATING TO MEDICAID.	Appropriates funds to the Department of Human Services to achieve full funding status, including estimated payment increases, of Medicaid home- and community-based services.

Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Education - Matrix 7

Item No	BillNo	Companion	Report	Description
2	<a href="#">HB87</a>		RELATING TO SCHOOL MEALS.	Beginning with the 2025-2026 school year, requires public schools to provide free breakfast and lunch to all enrolled students. Appropriates funds.
	<a href="#">HB89</a>		RELATING TO TEACHER HOUSING.	Establishes the Teacher Home Assistance Program to provide housing vouchers to certain eligible teachers. Appropriates funds out of the Teachers" Housing Revolving Fund.
	<a href="#">HB91</a>		RELATING TO HIGHER EDUCATION.	Establishes a homeless student stability program and homeless student housing resource program within the University of Hawaii. Establishes a minimum of one benefits navigator position at each University of Hawaii System campus and a position within the University of Hawaii System to coordinate campus positions and initiatives. Appropriates funds.
3				
4	<a href="#">HB763</a>		RELATING TO CIVIC EDUCATION.	Establishes the civic education trust fund to support programs benefiting civic education of public school students. Appropriates funds for the expansion of civic education in the public schools and for two full-time equivalent permanent civic education resource teacher positions.
5	<a href="#">HB1436</a>	<a href="#">SB1631</a>	RELATING TO THE ALOHA SPIRIT, CIVICS, AND DEMOCRACY.	Establishes the Hawaii Civics Collaborative within the Department of Accounting and General Services to promote civics engagement and perpetuate the Aloha Spirit. Requires the Department of Education, University of Hawaii Matsunaga Institute for Peace, Public Access Room, and other community organizations to facilitate civic engagement education statewide. Establishes two full-time equivalent (2.0 FTE) civic education specialist positions within the Department of Education. Appropriates funds.
6	<a href="#">SB178</a>	<a href="#">HB133</a>	RELATING TO SURFING.	Appropriates funds to the Department of Education to support the establishment of surfing as an interscholastic sport.
7	<a href="#">SB408</a>		RELATING TO EDUCATION.	Appropriates funds to the Department of Education to increase per-pupil expenditures to \$18,000 per student.
8	<a href="#">SB426</a>	<a href="#">HB549</a>	RELATING TO AN EARLY LEARNING APPRENTICESHIP GRANT PROGRAM.	Establishes an Early Learning Apprenticeship Grant Program to be administered by the University of Hawaii to provide financial support for early learning program service providers in the State to participate in state- or federally-approved early learning apprenticeship programs. Requires an annual report to the Legislature. Appropriates funds.
9	<a href="#">SB1000</a>		RELATING TO EDUCATION.	Appropriates funds to the Department of Education for teacher requested classroom supplies.
10	<a href="#">SB1073</a>		RELATING TO CHARTER SCHOOLS.	Authorizes charter school contracts to be renewed for successive ten-year terms of duration.
11	<a href="#">SB1181</a>	<a href="#">HB1242</a>	RELATING TO HAWAIIAN LANGUAGE IMMERSION EDUCATION.	Requires the Department of Education to implement a plan for a Hawaiian language immersion school in Kapolei that shall be ready to educate students in grades kindergarten through 12 by the 2028-2029 school year. Appropriates moneys.
12	<a href="#">SB1274</a>	<a href="#">HB1188</a>	RELATING TO TEACHER WORKFORCE HOUSING.	Establishes a Teacher Workforce Housing Stipend Program to support teacher retention at public and charter schools classified as rural and underserved. Requires reports to the Legislature. Appropriates funds.

Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Education - Matrix 7

Item No	BillNo	Companion	Report	Description
13	<a href="#">HB1188</a>	SB1274	RELATING TO TEACHER WORKFORCE HOUSING.	Establishes a Teacher Workforce Housing Stipend Program to support teacher retention at public and charter schools classified as rural and underserved. Requires reports to the Legislature. Appropriates funds.
	<a href="#">SB1391</a>	<a href="#">HB1072</a>	RELATING TO EDUCATION.	Appropriates funds to the Department of Education for teacher-requested classroom supplies for fiscal years 2025-2026 and 2026-2027.
14				
15	<a href="#">HB1072</a>	<a href="#">SB1391</a>	RELATING TO EDUCATION.	Appropriates funds to the Department of Education for teacher-requested classroom supplies for fiscal years 2025-2026 and 2026-2027.
	<a href="#">SB1524</a>	<a href="#">HB1345</a>	RELATING TO TEACHER EDUCATION.	Requires the Board of Regents to grant a waiver on all tuition and mandatory fees to a resident student enrolled in the College of Education at the University of Hawaii at Manoa for the semester or term that the student enrolls in a State-Approved Teacher Education Program.
16				
17	<a href="#">HB1345</a>	SB1524	RELATING TO TEACHER EDUCATION.	Requires the Board of Regents to grant a waiver on all tuition and mandatory fees to a resident student enrolled in the College of Education at the University of Hawai'i at Manoa for the semester or term that the student enrolls in a State-Approved Teacher Education Program.
	<a href="#">SB1566</a>	<a href="#">HB1272</a>	RELATING TO A HAWAII TEACHER REGISTERED APPRENTICESHIP PROGRAM.	Establishes the Hawaii Registered Teacher Apprenticeship Program, to be administered by the Hawaii Teacher Standards Board. Appropriates funds.
18				
19	<a href="#">SB1604</a>		RELATING TO THE UNIVERSITY OF HAWAII.	Appropriates funds to the University of Hawaii for the development of faculty, staff, teacher, and workforce housing at the Kauai Community College.
	<a href="#">SB1631</a>	<a href="#">HB1436</a>	RELATING TO THE ALOHA SPIRIT, CIVICS, AND DEMOCRACY.	Establishes the Hawaii Civics Collaborative within the Department of Accounting and General Services to promote civics engagement and perpetuate the Aloha Spirit. Requires the Department of Education, University of Hawaii Matsunaga Institute for Peace, Public Access Room, and other community organizations to facilitate civic engagement education statewide. Establishes two full-time equivalent (2.0 FTE) civic education specialist positions within the Department of Education. Appropriates funds.
20				
21	<a href="#">HB52</a>		RELATING TO HIGHER EDUCATION.	Short form bill relating to higher education.
	<a href="#">HB304</a>	<a href="#">SB109</a>	RELATING TO THE HAWAIIAN LANGUAGE.	Requires that the Hawaiian version of a law be held binding if the law in question was originally drafted in Hawaiian and then translated into English.
22				
23	<a href="#">HB98</a>		RELATING TO AUTHENTIC ASSESSMENTS.	Authorizes public school complexes to use authentic assessments as part of classroom-based performance assessments.
	<a href="#">HB626</a>		RELATING TO EDUCATION.	Appropriates funds to the Department of Education for the Department's Ho'ākea Program.
24				
25	<a href="#">HB154</a>		RELATING TO THE EMPLOYMENT OF ATTORNEYS BY PUBLIC CHARTER SCHOOLS.	Provides an exemption for public charter schools and their respective governing boards from the statutory prohibition on retaining independent legal counsel.

Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Education - Matrix 7

Item No	BillNo	Companion	Report	Description
26	<a href="#">SB529</a>		RELATING TO EDUCATION.	Appropriates funds to the Department of Education for its Hoakea Program.
	<a href="#">HB863</a>		RELATING TO EDUCATION.	Appropriates funds to the Department of Education for teacher-requested classroom supplies.
27				
28	<a href="#">HB1203</a>		RELATING TO HAWAIIAN LANGUAGE IMMERSION EDUCATION.	Appropriate moneys to the Department of Education to establish a Hawaiian language immersion school, open to students in grades kindergarten through 12, that is located in the Leeward area of the island of Oahu.
	<a href="#">HB1242</a>	SB1181	RELATING TO HAWAIIAN LANGUAGE IMMERSION EDUCATION.	Requires the Department of Education to implement a plan for a Hawaiian language immersion school in Kapolei that shall be ready to educate students in grades kindergarten through 12 by the 2028-2029 school year. Appropriates moneys.
29				
30	<a href="#">HB549</a>	<a href="#">SB426</a>	RELATING TO AN EARLY LEARNING APPRENTICESHIP GRANT PROGRAM.	Establishes an Early Learning Apprenticeship Grant Program to be administered by the University of Hawai'i to provide financial support for early learning program service providers in the State to participate in state- or federally-approved early learning apprenticeship programs. Requires an annual report to the Legislature. Appropriates funds.
	<a href="#">HB901</a>		RELATING TO PUBLIC CHARTER SCHOOLS.	Authorizes public charters schools to appeal directly to the Board of Education on matters regarding the schools' operations, governance, or funding, with certain exceptions.
31				
32	HB1272		RELATING TO A HAWAII TEACHER REGISTERED APPRENTICESHIP PROGRAM.	Establishes the Hawai'i Registered Teacher Apprenticeship Program, to be administered by the Hawai'i Teacher Standards Board. Appropriates funds.
	HB1344		RELATING TO EDUCATION.	Requires the Department of Education's existing Free Application for Federal Student Aid (FAFSA) working group to create a state plan to make completion of the FAFSA or an opt-out waiver a statewide graduation requirement by the 2027-2028 school year. Requires a report to the 2026 legislature.
33				

Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Education - Matrix 7

Item No	BillNo	Companion	Report	Description
34	<a href="#">HB1496</a>		RELATING TO EDUCATION.	Establishes the position of Ka Papahana Kaiapuni Program Complex Area Superintendent. Requires that at least one at-large member of the Board of Education be a Hawaiian educator, practitioner, or scholar of Hawaiian studies or the Hawaiian language, to be selected from a list of three nominees submitted by the President of the Senate, Speaker of the House of Representatives, and <b>Office of Hawaiian Affairs</b> . Clarifies the purpose and objective of the Hawaiian Language Medium Education Program. Appropriates funds.
	<a href="#">SB119</a>	<a href="#">HB617</a>	RELATING TO NURSING.	Appropriates funds to establish the Bachelor of Science in Nursing degree program at the University of Hawaii Maui College. Effective 7/31/2050. (SD1)
35	<a href="#">SB440</a>		RELATING TO EDUCATION.	Establishes the Future Career and Technical Education Teacher Scholarship Program to be administered by the Department of Education to facilitate the recruitment and retention of career and technical education teachers in Hawaii public schools. Establishes the Future Career and Technical Education Teacher Scholarship Special Fund. Appropriates funds. Effective 7/1/2050. (SD1)
	<a href="#">SB497</a>		RELATING TO EDUCATION.	Beginning with the 2026-2027 school year, requires the Department of Education to require the teaching of financial literacy to be included in the existing personal transition plan requirement for each student.
36				
37	<a href="#">HB1476</a>	MATRIX2 OHA NAMED	RELATING TO EDUCATION.	Establishes the position of Ka Papahana Kaiapuni Program Complex Area Superintendent. Requires that at least one at-large member of the Board of Education be a Hawaiian educator, practitioner, or scholar of Hawaiian studies or the Hawaiian language, to be selected from a list of three nominees submitted by the President of the Senate, Speaker of the House of Representatives, and Office of Hawaiian Affairs. Clarifies the purpose and objective of the Hawaiian Language Medium Education Program. Appropriates funds. Effective 7/1/3000. (HD1)

Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Economic Development - Matrix 8

Item No	BillNo	Companion	Report	Description
1	<a href="#">HB436</a>	SB729, SB815	RELATING TO ENTERPRISE ZONES.	Amends the definition of "eligible business activity" for enterprise zone program purposes to include retail sales of tangible personal property manufactured and sold in the enterprise zone that is to be used or consumed by the purchaser and not for resale, the processing of value-added agricultural products grown within an enterprise zone, and the provision of professional services by health care professionals in health care related sectors.
	<a href="#">HB549</a>	<a href="#">SB426</a>	RELATING TO AN EARLY LEARNING APPRENTICESHIP GRANT PROGRAM.	Establishes an Early Learning Apprenticeship Grant Program to be administered by the University of Hawaii to provide financial support for early learning program service providers in the State to participate in state- or federally-approved early learning apprenticeship programs. Requires an annual report to the Legislature. Appropriates funds.
2				
3	<a href="#">HB774</a>	<a href="#">SB558</a>	RELATING TO VALUE-ADDED PRODUCTS.	Establishes a food and product innovation network within the Agribusiness Development Corporation.
4	<a href="#">SB529</a>		RELATING TO EDUCATION.	Appropriates funds to the Department of Education for its Hoakea Program.
5	<a href="#">SB558</a>		RELATING TO VALUE-ADDED PRODUCTS.	Establishes a Food and Product Innovation Network within the Agribusiness Development Corporation. Appropriates funds for food and product development or innovation facilities in the county of Maui and on the islands of Oahu and Hawaii.
	<a href="#">HB966</a>	<a href="#">SB1251</a>	RELATING TO AGRICULTURAL TOURISM.	Establishes statewide, uniform standards to promote agricultural tourism activities in the State by establishing state agricultural tourism activity requirements that are applicable to all counties that have adopted an agricultural tourism ordinance. Requires agricultural tourism activities to be registered by the county planning commission. Requires agricultural tourism activities to coexist with an agricultural activity on a farming operation and requires termination of the agricultural tourism activities upon cessation of the agricultural activity. Makes conforming amendments.
6				
7	<a href="#">SB231</a>		RELATING TO AGRICULTURAL TOURISM.	Requires the counties to adopt ordinances setting forth procedures and requirements for the review and permitting of agricultural tourism uses and activities as secondary uses, in addition to accessory uses, on a working farm or farming operation. Requires the counties' ordinances to include requirements that: the principal agricultural use on a working farm or farming operation preexists the issuance of any land use permit or building permit for any accessory and secondary use; agricultural tourism includes only those activities that are allowed under existing zoning and land use regulations; and agricultural tourism be allowed only on land on which productive agricultural use is occurring.
	<a href="#">SB992</a>		RELATING TO THE HAWAII TECHNOLOGY DEVELOPMENT CORPORATION.	Requires the Hawaii Technology Development Corporation to establish state goals and implement projects to promote economic diversification through innovation and technology. Requires annual reports to the Legislature. Appropriates funds to the Small Business Innovation Research Program, Manufacturing Assistance Program, and Accelerator and Small Business Training Programs.
8				
9	<a href="#">SB1251</a>	<a href="#">HB966</a>	RELATING TO AGRICULTURAL TOURISM.	Establishes statewide, uniform standards to promote agricultural tourism activities in the State by establishing state agricultural tourism activity requirements that are applicable to all counties that have adopted an agricultural tourism ordinance. Requires agricultural tourism activities to be registered by the county planning commission. Requires agricultural tourism activities to coexist with an agricultural activity on a farming operation and requires termination of the agricultural tourism activities upon cessation of the agricultural activity. Makes conforming amendments.

Office of Hawaiian Affairs

OHA Position on Bills Affecting Native Hawaiian Economic Development - Matrix 8

Item No	BillNo	Companion	Report	Description
10	<a href="#">HB818</a>	<a href="#">SB1078</a>	RELATING TO THE WAIAKEA COMMUNITY DEVELOPMENT DISTRICT.	Establishes the Waiakea Peninsula Community Development District. Effective 7/1/3000. (HD1)



Office of Hawaiian Affairs

OHA Position on Bills Affecting HRS Chapter 6E (Iwi kūpuna) - Matrix 9

Item No	BillNo	Companion	Report	Description
1	<a href="#">HB738 HD1</a>	SB1263	RELATING TO HISTORIC PRESERVATION.	Creates a process for expediting the review of majority residential mixed-use transit-oriented development, or residential transit-oriented development, on certain parcels within county-designated transit-oriented development zones that have a low risk of affecting historically significant resources. Authorizes lead agencies, including county governments, to make determinations on the potential effects of a project. Creates a ninety-day limit, or thirty-day if no historic property is to be affected, to concur or not concur with project effect determinations. Exempts projects with written concurrence from further review unless there is a change to the project or additional historic properties, aviation artifacts, or burial sites are identified within the project area. Effective 7/1/3000. (HD1)
	<a href="#">HB830 HD1</a>	SB575	RELATING TO HISTORIC PRESERVATION REVIEWS.	Requires the Department of Land and Natural Resources to contract its review of proposed state projects, projects on privately owned historic property, and projects affecting historic properties to third-party consultants if the Department is unable to complete its review within sixty days. Authorizes the Department to assess the cost of the third-party consultant to the project proponent. Effective 7/1/3000. (HD1)
2	<a href="#">HB1476</a>		RELATING TO ENVIRONMENTAL ASSESSMENTS.	Requires an environmental impact statement and consultation with the Office of Hawaiian Affairs for actions that propose any launch of a spacecraft from or reentry into state waters or the Papahānaumokuākea Marine National Monument.
3	<a href="#">SB66</a>		RELATING TO HOUSING.	Requires counties to grant building permits within 60 days if the application is stamped and certified by a licensed engineer and architect and other certain conditions are met.
4	<a href="#">HB533 HD1</a>	SB578	RELATING TO HISTORIC PROPERTY.	Amends the definition of "historic property" under the State's historic preservation program to include properties included on, or eligible for inclusion on, the national register of historic places or Hawaii register of historic places and any artifacts, records, or material remains relating to the property. Effective 7/1/3000. (HD1)
5	<a href="#">HB1317 HD1</a>	SB1200	RELATING TO WORKFORCE HOUSING.	Establishes the Workforce Housing Regulatory Sandbox Program within the Hawaii Housing Finance and Development Corporation. Establishes an advisory council within the Workforce Housing Regulatory Sandbox Program to advise on environmental and cultural practices within specific developments. Requires annual reports to the Legislature. Appropriates funds. Repeals 6/30/2030. Effective 7/1/3000. (HD1)
6	<a href="#">HB737 HD1</a>		RELATING TO HISTORIC PRESERVATION.	Redefines "historic property" with respect to the State Historic Preservation Program. Deletes the requirement for an application for a proposed project on an existing privately-owned single-family detached dwelling unit to have a historic preservation review if the unit or townhouse is over fifty years old.
7	<a href="#">SB268 SD1</a>	HB409	RELATING TO ISLAND BURIAL COUNCILS.	Decreases the size of the Island Burial Councils from nine to seven members. Removes the requirement for the councils to include members having development and large property owner interests. (SD1)
8	<a href="#">SB1266</a>		RELATING TO BURIAL SITES.	Establishes an inter-division program within the Department of Land and Natural Resources consisting of certain agencies to address the location, movement, and restoration of Hawaiian burial sites or ‘iwi, exposed or likely to be exposed by coastal erosion. Requires a report to the Legislature. Makes appropriations.
9				

Office of Hawaiian Affairs

OHA Position on Bills Affecting HRS Chapter 6E (Iwi kūpuna) - Matrix 9

Item No	BillNo	Companion	Report	Description
10	<a href="#">SB15</a>		RELATING TO HISTORIC PRESERVATION.	Amends the definition of "historic property" to require that the property meets the criteria for inclusion in the Hawaii Register of Historic Places or has important value to Native Hawaiians or other ethnic groups of the State due to associations with cultural practices once carried out, or still carried out, at the property or associations with traditional beliefs, events, or oral accounts that are important to history, traditional practices, and cultural identity.
	<a href="#">SB18</a>		RELATING TO HISTORIC PRESERVATION.	Makes appropriations into and out of the Hawaii Historic Preservation Special Fund to the State Historic Preservation Division to inventory historic properties and burial sites in the State, collect data on burial site locations, and conduct an archaeological surface survey.
11	<a href="#">SB79</a>		RELATING TO HISTORIC PRESERVATION REVIEWS.	Requires the Department of Land and Natural Resources to determine the effect of any certain proposed housing projects within ninety days of a request for determination. Establishes historical review requirements based on the project area's known historic, cultural, and archaeological resources. Requires the Department of Hawaiian Home Lands to consult with the DLNR before commencement of a proposed project relating to lands under DHHL's jurisdiction.
	<a href="#">HB1406</a>		RELATING TO GOVERNMENT PROCEDURES.	Establishes the Intergovernmental Task Force for Permit Simplification to identify actions taken, challenges encountered, and legislative measures necessary to facilitate, expedite, and coordinate state and intergovernmental development permit processes. Appropriates funds.
12	<a href="#">SB1275</a>		RELATING TO STATE-OWNED HISTORIC PROPERTIES AND INHERITED LANDS.	Establishes the State-Owned Historic Properties Preservation Plan Working Group within the Department of Land and Natural Resources to ensure the preservation of state-owned historic properties and inherited lands. Requires reports to the Legislature.
	<a href="#">SB575</a>	HB830	RELATING TO HISTORIC PRESERVATION REVIEWS.	Requires the Department of Land and Natural Resources to contract its review of proposed state projects, projects on privately owned historic property, and projects affecting historic properties to third-party consultants if the Department is unable to complete its review within sixty days.
13	<a href="#">SB1301</a>		RELATING TO HISTORIC PRESERVATION.	Establishes conditions under which archaeological inventory surveys and reconnaissance surveys are required. Establishes conditions under which archaeological permits may be issued and revoked and the practice of archaeology may be temporarily revoked. Modifies the composition and operations of island burial councils. Modifies procedures upon the inadvertent discovery of burial sites.
	<a href="#">HB409</a>	SB268	RELATING TO ISLAND BURIAL COUNCILS.	Decreases the size of the Island Burial Councils from 9 to 7 members. Removes the requirement for the councils to include members having development and large property owner interests.

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Keoni Souza - Vice Chairperson  
Dan Ahuna - Trustee, Kaua'i & Ni'ihau  
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**OFFICE OF HAWAIIAN AFFAIRS  
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200  
Honolulu, HI 96817

**MEETING OF THE BOARD OF TRUSTEES**

**DATE: Thursday, February 20, 2025**

**TIME: 1:00 P.M.**

**PLACE: Remote Meeting via Interactive Conference Technology**

**Viewable at [www.oha.org/livestream](http://www.oha.org/livestream) Or**

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- I. Call to Order**
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  - A. August 15, 2024\***
  - B. January 23, 2025\***
- IV. New Business**
  - A. Committee on Beneficiary Advocacy and Empowerment – February 19, 2025**
    - 1. 2025 OHA State Legislative Package - Matrix 1\*
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  - B. Committee on Budget and Finance**
    - 1. **Action Item BF #25-07:** Approval of OHA funding for a Ho'ākoako Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$10,000.\* *February 5, 2025*
    - 2. **Action Item BF #25-08:** Approval of OHA funding for a Ho'ākoako Lāhui Event Sponsorship to Ho'olehua Homesteader's Association for the 2025 Prince Kūhiō Ho'olaule'a Moloka'i 2025 Event on March 22, 2025, in the amount of \$1,500. \* *February 19, 2025*

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1. April 25, 2024

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VII. **Announcements**

VIII. **Adjournment**

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---

Trustee Kaiali'i Kahele  
Chairperson, Board of Trustees

2/14/2025  
Date

**OFFICE OF HAWAIIAN AFFAIRS**  
**Board of Trustees Committee on Budget & Finance**  
**COMMITTEE REPORT**

February 5, 2025

The Honorable Kaiali'i Kahele,  
Chair Board of Trustees  
Office of Hawaiian Affairs

Chair Kahele:

Your Committee on Budget and Finance, having met on **February 5, 2025**; and after full and free discussion, recommends approval of the following motions to the Board of Trustees:

**Item II.** Approval of minutes of the Committee on Budget and Finance of January 8, 2025.

**Action Item BF #25-07:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$9,000.

Relevant attachments are included for your information and reference.
---

**Attachment(s):**

**Attachment 1**

**BF Roll Call Vote Sheet -Item II. Approval of minutes of January 8, 2025:**

**Motion 1:** Approval of minutes of the Committee on Budget and Finance meeting of January 8, 2025:

**Attachment 2**

**BF Roll Call Vote Sheet -Action Item BF #25-07:**

**Motion 2:** Approval for Action Item BF #25-07:

**Action Item BF #25-07:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$9,000

Respectfully submitted:



Trustee Luana Alapa, Chair



Trustee John Waihe'e IV, Vice Chair

EXCUSED


Trustee Dan Ahuna



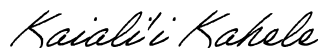
Trustee Kaleihikina Akaka



Trustee Keli'i Akina



Trustee Brickwood Galuteria



Trustee Kaiali'i Kahele



Trustee Carmen Hulu Lindsey



Trustee Keoni Souza

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OFFICE OF HAWAIIAN AFFAIRS  
BOARD OF TRUSTEES COMMITTEE ON BUDGET AND FINANCE  
VOTE ROLL CALL SHEET  
February 5, 2025

**ATTACHMENT 1**

**ACTION ITEM:**

**II. APPROVAL OF MINUTES OF THE BUDGET AND FINANCE COMMITTEE OF January 8, 2025**

**Motion:** Motion to approve minutes of the Budget and Finance Committee of January 8, 2025.

**Moved:** Trustee Waihee

**Second:** Trustee Souza

**VOTE:** 8

**PASS:** 8

**NO PASS:**

TRUSTEE	YES	NO	KANALUA	EXCUSED
TRUSTEE DAN AHUNA				X Memo submitted
TRUSTEE KALEIHIKINA AKAKA	X			
TRUSTEE KELI'I AKINA	X			
COMMITTEE CHAIR TRUSTEE LUANA ALAPA	X			
TRUSTEE BRICKWOOD GALUTERIA	X			
TRUSTEE KAIALI'I KAHELE	X			
TRUSTEE HULU LINDSEY	X			
TRUSTEE KEONI SOUZA	X			
TRUSTEE JOHN WAIHEE IV	X			
<b>TOTAL VOTES</b>	<b>8</b>			

**Motion passes. Minutes of January 8, 2025 is approved.**

**ATTACHMENT 2**

**ACTION ITEM:**

**IV. NEW BUSINESS**

**Action Item BF #25-07:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$9,000

**Motion:** Approval of Action Item BF #25-07 as presented.

**Moved:** Trustee Waihee

**Second:** Trustee Souza

**VOTE:** 8

**PASS:** 8

**NO PASS:**

TRUSTEE	YES	NO	KANALUA	EXCUSED
TRUSTEE DAN AHUNA				X Memo submitted
TRUSTEE KALEIHIKINA AKAKA	X			
TRUSTEE KELI'I AKINA	X			
COMMITTEE CHAIR TRUSTEE LUANA ALAPA	X			
TRUSTEE BRICKWOOD GALUTERIA	X			
TRUSTEE KAIALI'I KAHELE	X			
TRUSTEE HULU LINDSEY	X			
TRUSTEE KEONI SOUZA	X			
TRUSTEE JOHN WAIHEE IV	X			
<b>TOTAL VOTES</b>	<b>8</b>			

**Motion passes for Action item BF# 25-07 Sponsorship funding to the WCCF for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$9,000\$9,000.**



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Keoni Souza - Vice Chairperson  
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Kaleihikina Akaka - Trustee, O'ahu  
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BOARD OF TRUSTEES**

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**MEETING OF THE BOARD OF TRUSTEES**

**DATE: Thursday, February 20, 2025**

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Trustee Kaiali'i Kahele  
Chairperson, Board of Trustees

2/14/2025  
Date

**\*A committee report for the Agenda Item below will be forwarded to the Board following its approval at the Committee on Budget and Finance meeting (February 19, 2025)**

**Agenda Item IV.B.2.**

**Action Item BF #25-08: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Ho'olehua Homesteader's Association for the 2025 Prince Kūhiō Ho'olaule'a Moloka'i 2025 Event on March 22, 2025, in the amount of \$1,500. \* *February 19, 2025***

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Trustee Kaiali'i Kahele  
Chairperson, Board of Trustees

2/14/2025  
Date

# OFFICE OF HAWAIIAN AFFAIRS

## Action Item

### BOARD OF TRUSTEES

February 20, 2025

**BOT #25-03**

**Action Item Issue:** Approve the Formation of an Ad Hoc Committee to Examine Current OHA Staff Salaries and to Make Recommendations for the Fiscal Year 2026 and Fiscal Year 2027 Biennium Budget.

**Prepared by:**

*Kaiali'i Kahele*

2/18/2025

Kaiali'i Kahele  
Chairperson, Board of Trustees

Date

**Reviewed by:**

*Everett Ohta*

02/18/2025

Everett Ohta  
Interim General Counsel

Date

**Approved by:**

*Kaiali'i Kahele*

2/18/2025

Kaiali'i Kahele  
Chairperson, Board of Trustees

Date



## **I. Proposed Action**

Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget.

**Purview.** The purview of the Ad Hoc Committee is for the Board of Trustees (BOT or Board), BOT staff, and the Office of Hawaiian Affairs (OHA) Director of Human Resources to work together to examine current OHA staff salaries and to make recommendations for the fiscal year 2026 and 2027 biennium budget to the OHA BOT.

**Members.** The membership of the Ad Hoc Committee is proposed as follows: (a) Trustee Keoni Souza; and (b) Trustee Carmen Hulu Lindsey and (c) OHA Director of Human Resources Corey Nakamoto. Trustee Keoni Souza will serve as the Chair of the Ad Hoc Committee, and Trustee Carmen Hulu Lindsey will serve as its Vice Chair.

**Term/Duration.** The term of the Ad Hoc Committee expires at the completion of the assigned tasks or at the discretion of the Chair of the Board of Trustees, subject to later adjustment, but in no event later than **May 2, 2025**.

## **II. Issue**

Whether or not the Board of Trustees (BOT) will approve the formation of an Ad Hoc Committee for the purpose of examining current OHA staff salaries and to make recommendations for the fiscal year 2026 and 2027 biennium budget.

## **III. Introduction and Background**

### **A. Board of Trustees By-Laws Basis for an Ad Hoc Committee**

The Board of Trustees By-Laws, approved on October 31, 2024, defines, notes, and specifies the parameters of Ad Hoc Committee(s) described below.

**Article II – DEFINITIONS** Defines “Ad Hoc Committee” as a committee created by the Board for a one-time purpose or to focus on examining a specific subject to a deadline by which the work must be completed or else the Ad Hoc Committee is dissolved.

**Article VI – DUTIES OF OFFICERS AND MEMBERS** Notes, “The Chairperson...shall...appoint members of Ad Hoc Committees...”

### **Article VIII COMMITTEES OF THE BOARD, E. AD HOC COMMITTEES**

1. From time to time, there shall be such Ad hoc Committees, as designated by the Chairperson, the members of which shall be appointed by the

Chairperson, and subject to approval of the Board by a simple majority (5) vote. There shall be a minimum of three (3) members on each Ad hoc Committee, at least one of whom shall be a member of the Board and who shall be the Chairperson of the Ad hoc Committee.

2. The term of the Ad hoc Committees shall expire at the completion of the assigned task or at a specific time that is determined for each Ad hoc Committee at the time of the appointment of said Committee or at the discretion of the Chairperson.
  - a. All communications and advice from an Ad hoc Committee shall be made to the Chairperson of the Board no later than ten days before a Board meeting.
  - b. All communications and advice to an Ad hoc Committee shall be made by the Chairperson of the Board.\*
  - c. All Ad hoc Committee members, with the exception of members of the Board of Trustees, shall serve on a voluntary basis without compensation, other than reasonable expenses, such as travel, parking, and meals.
  - d. In the event that three (3) or more Board members are appointed to an Ad Hoc Committee, HRS Chapter 92, as amended, will apply.

**\*Note** – Although the OHA BOT By-Laws provide for reporting by the Ad Hoc Committee to the Chairperson of the Board, this Ad Hoc Committee will report directly to the Board of Trustees at a duly-noticed public meeting in order to avoid impermissible serial communications between the two Trustee-members of the Ad Hoc Committee and the Chairperson of the Board.

**B. Setting Context for the Formation of an Ad Hoc Committee for the Purpose of:**

The Office of Hawaiian Affairs Board of Trustees (OHA BOT) recognizes that fair and competitive compensation is essential to attracting, retaining, and supporting a high performing workforce. Given Hawai'i's high cost of living and OHA's commitment to ensuring equitable pay and professional growth opportunities for its employees, we propose the formation of an Ad Hoc committee to conduct a comprehensive review of staff salaries.

This Ad Hoc Committee will assess current compensation structures, benchmark against industry standards, and recommend adjustments for the upcoming fiscal biennium. This effort will complement the administrations initiatives to ensure OHA remains a competitive and supportive employer.

**1. The objectives of the Ad Hoc Committee may include, but not be limited to:**

- **Assess Current Salary Structure:** Conduct a review of current OHA staff salary levels, including comparison with similar state job classifications from the State of Hawai‘i Department of Human Resources Development as well as the Bureau of Labor Statistics salary data.
- **Evaluate Market Competitiveness:** Review gaps in relevant state labor market compensation that may impact recruitment and retention.
- **Consider Budget Implications:** Develop recommendations that balance fiscal responsibility with the need to fairly compensate staff.
- **Address Equity and Pay Disparities:** Ensure salary recommendations address any existing pay disparities within OHA.
- **Develop a Strategic Salary Adjustment Plan:** Provide a structured plan for phased annual salary increases where necessary.

**2. The scope of work for the Ad Hoc Committee may include, but not be limited to:**

- **Data Collection and Analysis:** Review salary data from the State of Hawai‘i Department of Human Resources Development as well as the Bureau of Labor Statistics on State of Hawai‘i jobs, comparable non-profits, and other relevant organizations.
- **Staff Engagement:** Conduct surveys or meetings to gather employee input regarding compensation concerns.
- **Policy Review:** Examine existing pay policies and identify areas for improvement.
- **Budgetary Review:** Work with the finance department to determine feasible salary adjustments within OHA’s financial constraints.
- **Recommendation Development:** Draft and submit a final report with proposed salary adjustments and submit it to the Board of Trustees on **May 1<sup>st</sup> 2025** for review and approval by the BOT on **May 15<sup>th</sup> 2025**.

**IV. Expected Outcomes**

- A transparent and well-documented salary review process.
- Equitable and competitive compensation recommendations.
- Improved staff morale and retention through fair pay practices.
- A long-term strategy for salary adjustments in alignment with OHA’s financial resources.

**V. Funding Source**

No dedicated funding is needed to authorize and form an Ad Hoc Committee. Any resources needed to carry out Ad Hoc Committee related activities will conform with existing budgetary (e.g., realignment), spending and procurement authorities, policies and procedures.

## **VI. Conclusion**

The formation of this Ad Hoc Committee underscores OHA's commitment to valuing its employees by ensuring fair and competitive compensation. By taking a structured and collaborative approach, we aim to address salary concerns while maintaining fiscal responsibility.

## **VII. Recommended Action**

Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget, including the following purview, members and term/duration:

**Purview.** The purview of the Ad Hoc Committee is for the Board of Trustees (BOT or Board), BOT staff, and the Office of Hawaiian Affairs (OHA) Director of Human Resources to work together to examine current OHA staff salaries and to make recommendations for the fiscal year 2026 and 2027 biennium budget to the OHA BOT.

**Members.** The membership of the Ad Hoc Committee is proposed as follows: (a) Trustee Keoni Souza; and (b) Trustee Carmen Hulu Lindsey and Corey Nakamoto. Trustee Keoni Souza will serve as the Chair of the Ad Hoc Committee, and Trustee Carmen Hulu Lindsey will serve as its Vice Chair.

**Term/Duration.** The term of the Ad Hoc Committee expires at the completion of the assigned tasks or at the discretion of the Chair of the Board of Trustees, subject to later adjustment, but in no event later **than May 2, 2025.**

## **VIII. Attachment – None**

Kaiali'i Kahele - Chairperson  
Keoni Souza - Vice Chairperson  
Dan Ahuna - Trustee, Kaua'i & Ni'ihau  
Kaleihikina Akaka - Trustee, O'ahu  
Keli'i Akina, Ph.D. - Trustee, At-Large  
Luana Alapa - Trustee, Moloka'i & Lāna'i  
Brickwood Galuteria - Trustee, At-Large  
Carmen "Hulu" Lindsey - Trustee, Maui  
John D. Waihee IV - Trustee, At-Large



Phone: (808) 594-1888  
Fax: (808)-1868

**OFFICE OF HAWAIIAN AFFAIRS  
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200  
Honolulu, HI 96817

**MEETING OF THE BOARD OF TRUSTEES**

**DATE: Thursday, February 20, 2025**

**TIME: 1:00 P.M.**

**PLACE: Remote Meeting via Interactive Conference Technology**

**Viewable at [www.oha.org/livestream](http://www.oha.org/livestream) Or**

**Listen by phone: (213) 338-8477, Webinar ID: 894 7655 3812**

**This virtual meeting can be viewed and observed via livestream on OHA's website at [www.oha.org/livestream](http://www.oha.org/livestream) or listen by phone using the call-in information above. A physical meeting location, open to members of the public who would like to provide oral testimony or view the virtual meeting, will be available at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817.**

**AGENDA**

- I. Call to Order**
- II. Status of OHA Activities: Ka Pouhana/CEO and Administration's Update on OHA's activities.**
- III. Approval of Minutes**
  - A. August 15, 2024\***
  - B. January 23, 2025\***
- IV. New Business**
  - A. Committee on Beneficiary Advocacy and Empowerment – February 19, 2025**
    - 1. 2025 OHA State Legislative Package - Matrix 1\*
    - 2. 2025 Legislature: OHA Position on Bills Naming OHA - Matrix 2\*
    - 3. 2025 Legislature: OHA Position on Bills Affecting the Public Land Trust - Matrix 3\*
    - 4. 2025 Legislature: OHA Position on Bills Affecting Natural Resources and Native Hawaiian Traditional & Customary Practices - Matrix 4\*
    - 5. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Housing - Matrix 5\*
    - 6. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Health - Matrix 6\*
    - 7. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Education- Matrix 7\*
    - 8. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Economic Development - Matrix 8\*
    - 9. 2025 Legislature: OHA Position on Bills Affecting HRS Chapter 6E (Iwi kūpuna) - Matrix 9\*
  - B. Committee on Budget and Finance**
    - 1. **Action Item BF #25-07:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalaniana'ole Festival on March 22, 2025, in the amount of \$10,000.\* *February 5, 2025*
    - 2. **Action Item BF #25-08:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Ho'olehua Homesteader's Association for the 2025 Prince Kūhiō Ho'olaule'a Moloka'i 2025 Event on March 22, 2025, in the amount of \$1,500. \* *February 19, 2025*

- C. **Action Item BOT #25-03:** Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget.\*

V. **Executive Session§**

- A. Discussion of the settlement agreement terms in *Laeha v. Office of Hawaiian Affairs*. Board anticipates going into executive session pursuant to HRS § 92-5(a)(4) to consult with Interim General Counsel Everett Ohta on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities pertaining to the settlement agreement terms in *Laeha v. Office of Hawaiian Affairs*.
- B. Discussion of a complaint and claim for a wrongful employment action against the Office of Hawaiian Affairs. Board anticipates going into executive session pursuant to HRS § 92-5(a)(4) to consult with Interim General Counsel Everett Ohta on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities pertaining to a complaint and claim for a wrongful employment action against the Office of Hawaiian Affairs.
- C. Approval of Executive Session Minutes
1. April 25, 2024

VI. **Community Concerns and Celebrations**

VII. **Announcements**

VIII. **Adjournment**

If you need an auxiliary aid/service or other accommodation due to a disability, please contact Everett Ohta at (808) 594-1988 or by email at [everetto@oha.org](mailto:everetto@oha.org) as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

In the event that the livestream public broadcast is interrupted and cannot be restored, the meeting may continue as audio-only through the phone number and Webinar ID provided at the beginning of this agenda. Meeting recordings will be made available on OHA's website <https://www.oha.org/about/leadership/board-of-trustees/> as soon as practicable after the meeting.

Public Testimony will be called for each agenda item and must be limited to matters listed on the meeting agenda. Community Concerns and Celebrations is not limited to matters listed on the meeting agenda. Hawai'i Revised Statutes, Chapter 92, prohibits Board members from discussing or taking action on matters not listed on the meeting agenda.

\* Document(s) associated with this agenda item are anticipated to be included in the board packet for this meeting. The board packet will be available for the public to inspect at OHA's main office located at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817, OHA's neighbor island offices, and on OHA's website <https://www.oha.org/bot> no later than two business days before the meeting. The 72 Hour rule, pursuant to OHA BOT Operations Manual, Section 49, shall be waived for distribution of new committee materials.

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Chairperson, Board of Trustees

2/14/2025  
Date